



REAFFIRMATION OF EQUAL EMPLOYMENT OPPORTUNITY
AND AFFIRMATIVE ACTION POLICIES

It is the policy of Savannah State University to implement affirmative equal opportunity to all employees and students and applicants for employment or admission without regard to race, color, religion, sex, national origin, age, veteran status or disability. Affirmative action shall be taken to ensure fulfillment of this policy including, but not limited to, the following personnel actions:

- Recruiting, enrollment and educational practice
- Hiring, placement, upgrading, transfer or promotion
- Treatment during employment
- Recruitment, advertising or solicitation for employment
- Rates of pay or other forms of compensation
- Selection for training
- Layoff or termination
- Fringe benefits

The policy of this university is consistent with the requirements and objectives of Executive Order 11246 as amended; Vietnam Era Veterans' Readjustments Act of 1974, as amended (38 U.S. C. 2012) Section 503 and 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990; and the Age Discrimination in Employment Act of 1967 and their implementing regulations. It is the university's objective to obtain, without discrimination, individuals qualified and/or trainable for positions by virtue of job related standards of education, training, experience or personal qualifications.

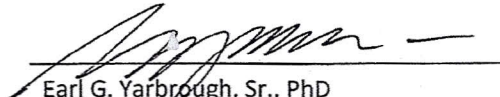
In regard to the Federal regulations listed above, Savannah State University does not discriminate against any employee or applicant for employment or against any student or applicant for admission in regard to any position for which the employee or student is qualified.

For all employees, applicants for employment, and students with physical and mental limitations, Savannah State University will provide reasonable accommodation.

Responsibility for ensuring compliance and continued affirmative implementation of the policy is assigned to Toya Camacho, as Equity and Diversity Officer for the University. Periodic revision and review will be made for the purpose of measuring progress against these stated objectives.

This policy has my unequivocal support and I request all members of the staff, faculty and student body to join me in order to ensure that nondiscriminatory practices are followed on the campus of Savannah State University.

January 1, 2010


Earl G. Yarbrough, Sr., PhD
President