

## **NOTICE**

**As a federal government contractor, the University maintains affirmative action programs to promote the employment opportunities of qualified individuals with disabilities, disabled veterans, recently separated veterans, armed forces service medal veterans, and active duty wartime and campaign badge veterans. If you are an individual with a disability, disabled veteran, recently separated veteran, armed forces service medal veteran, and/or active duty wartime and campaign badge veteran, and would like to review these affirmative action programs, please let us know immediately or at any time in the future.**

**Any job seeker or employee may voluntarily disclose his or her disability or veteran status at any time. Be assured that your willingness or refusal to provide such information will in no way result in adverse treatment. Information obtained about your disability will be kept confidential and will be used only in conjunction with federal reporting requirements, except that (1) supervisors and managers may be informed regarding restrictions on the work or duties of individuals with disabilities and disabled veteran employees, and regarding necessary accommodations; (2) first aid and safety personnel may be informed, when and to the extent appropriate, if a condition might require emergency treatment; and (3) government officials engaged in enforcing the Americans with Disabilities Act and laws regulating government contractors may be informed.**