



EQUAL EMPLOYMENT OPPORTUNITY POLICY/AFFIRMATIVE ACTION POLICY

Campbell University maintains a continuing policy of nondiscrimination in employment as approved by the Trustees and issued by the President. It is our policy to provide equal opportunity in all phases of the employment process and in compliance with applicable federal, state, and local laws and regulations. Accordingly, the University is committed to administering all educational and employment activities without discrimination as to race, color, sex, sexual orientation, gender identity or expression, age, ethnicity or national origin, religion, disability, genetic information, protected veteran or military status and any other characteristic protected by law, except where appropriate and authorized by law. This policy of nondiscrimination shall include, but not be limited to, the following employment decisions and practices: hiring; upgrading; promotions; demotions or transfers; layoffs; recalls; terminations; rates of pay or other forms of compensation; selection for training, including apprenticeship; and recruitment or recruitment advertising.


Employees and applicants of Campbell University will not be subjected to any form of harassment or discrimination in employment, or for exercising rights protected by, or because of their participation in, an investigation or compliance review related to Title VII of the Civil Rights Act of 1964, Title IX of the Higher Education Act of 1972, the Age Discrimination in Employment Act, the Americans with Disabilities Act, Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, the Genetic Information Nondiscrimination Act, the Veterans Employment Opportunities Act of 1998, or any other federal or state nondiscrimination law, rule, or regulation.

If you believe that you have been discriminated against in any manner as described above, you should notify your supervisor, department manager, or the Director of Human Resources. In addition, if you believe that you have been discriminated against in any manner because of your sex, sexual orientation, gender, gender identity or expression, you may speak with the Title IX Coordinator or Deputy Coordinator. If you are a Dean or Cabinet Member, you also may bring your concern directly to the President of the University. Concerns about the President should be directed to the Director of Human Resources, the Chair of the Board of Trustees, or any Trustee with whom the employee feels comfortable speaking.

Campbell University will continue to direct its management personnel to take such action as may be required to prevent behavior prohibited by this policy. All concerns will be investigated and if warranted, appropriate disciplinary action will be taken, up to and including termination of employment. Retaliation against anyone who complains of behavior contrary to this policy or participates in an investigation into behavior that might violate this policy, is also prohibited.

Campbell University also maintains affirmative action programs to promote the employment opportunities of minorities, females, qualified individuals with disabilities, disabled veterans, recently separated veterans, armed forces service medal veterans, and Active-Duty Wartime or Campaign Badge Veterans.

Employees or applicants who wish to review the narrative portions of the Affirmative Action Programs for Protected Veterans and for Individuals With Disabilities may schedule an appointment to do so by contacting the Director of Human Resources at Campbell's Buies Creek campus, during normal business hours.


J. Bradley Creed
President