

## LINCOLN UNIVERSITY

**Policy:** Equal Employment Opportunity, Nondiscrimination, and Affirmative Action  
**Policy Number:** HRM 101  
**Effective Date:** August 1992  
**Revisions:** August 2000, July 2009, August 2011  
**Next Review Date:** August 2013  
**Review Officer:** Chief Human Resources Officer  
**Status:** Approved by President and Active

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### Introduction

Lincoln University is committed to equal employment opportunity, nondiscrimination, and affirmative action in employment in accordance with all applicable federal, state, and local laws and regulations, including but not limited to the Civil Rights Act of 1964, as amended; the Pennsylvania Human Relations Act; the Equal Pay Act; the Americans with Disabilities Act of 1990, as amended; the Rehabilitation Act of 1973, as amended; and the Vietnam Era Veterans Readjustment Assistance Act of 1974.

### Policy

1. It is the policy of the University to promote equal employment opportunities and to select faculty and staff, and to handle all employment decisions and actions, without discrimination against individuals on the basis of race, color, sex, sexual orientation, religion, creed, national origin, age, veteran status, or disability unrelated to job requirements. Lincoln University is further committed to promoting through its employment practices and procedures the recruitment, employment, and advancement of qualified personnel without regard to race, color, sex, sexual orientation, religion, creed, national origin, age, veteran status, or disability unrelated to job requirements. It is also the policy of the University to maintain a work environment free from unlawful discrimination, including harassment.

2. In furtherance of these policies, the University is committed to continuing to:

Recruit, hire, train and promote persons in all job classifications without regard to race, color, sex, sexual orientation, religion, creed, national origin, age, veteran status, or disability unrelated to job requirements.

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investigation, compliance review, or hearing, or participates in any other activity related to the administration of federal and state and local nondiscrimination laws and regulations.

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