

TO ALL MEMBERS OF THE SIUE COMMUNITY:

Southern Illinois University Edwardsville is firmly committed to Equal Employment Opportunity (EEO) and to compliance with all Federal, State and local laws that prohibit employment discrimination on the basis of age, race, color, gender, sexual orientation, national origin, religion, disability, protected veteran status and other protected classifications. This policy applies to all employment decisions including, but not limited to, recruiting, hiring, training, promotions, pay practices, benefits, disciplinary actions and terminations.

As a government contractor, Southern Illinois University Edwardsville is also committed to taking affirmative action to hire and advance minorities and women as well as qualified individuals with disabilities and covered veterans. We invite employees who are disabled and protected veterans who wish to be included under our Affirmative Action Program to self-identify as such with the EEO Administrator. This self-identification is strictly voluntary and confidential and will not result in retaliation of any sort.

Employees of and applicants to Southern Illinois University Edwardsville will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to explore their legal rights related to any Federal, State, or local law regarding EEO for qualified individuals with disabilities or qualified protected veterans.

The Chancellor, Vice Chancellors, Deans, Directors, Chairs, Managers, and Supervisors adhere to these policies and procedures when conducting activities related to affirmative action and equal employment opportunity and should understand their roles in achieving positive results in this area. Employment decisions are made according to these principles. Employees must also be aware of the University's commitment to equal opportunity and are expected to comply with these policies and procedures. We view this not only as a legal obligation, but as a moral duty.

SIUE is dedicated to serving a diverse community that recognizes the inherent worth and dignity of each person. The SIUE community approaches this responsibility with consideration and sensitivity. Responsibility for this area is assigned to the Office of Equal Opportunity, Access and Title IX Coordination.

In furtherance of Southern Illinois University Edwardsville's policy regarding Affirmative Action and Equal Employment Opportunity, the University has developed a written Affirmative Action Program which sets forth the policies, practices and procedures which SIUE is committed to applying in order to ensure an environment of non-discrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans. This Affirmative Action Program is available for inspection by any employee or applicant for employment upon request, between 8:00 am - 4:30 pm at the Office of Equal Opportunity, Access and Title IX Coordination. Anyone seeking more information concerning SIUE's Affirmative Action Plan may contact the Office of Equal Opportunity, Access and Title IX Coordination in Rendleman Hall, Box 1025, Edwardsville, IL, 62026-1025 or call 618-650-2333. Email inquiries may be directed to [EOA-TitleIX@siue.edu](mailto:EOA-TitleIX@siue.edu).

Sincerely,



Stephen Hansen  
Interim Chancellor