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## Employee Affirmative Action Policy Statement

Robert L. Carothers

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University of Rhode Island  
Office of the President

MEMORANDUM

TO: All University Employees

FROM: Robert. L. Carothers  
President *Robert L. Carothers*

DATE: December 12, 1991

SUBJECT: Affirmative Action Policy Statement

All members of the University community should be aware of our Affirmative Action Policy Statement.

The University of Rhode Island is strongly committed to all the requirements of affirmative action, constituted by State and Federal laws, including all directives stated in executive orders on the subject.

Officers, managers, and employees of the University of Rhode Island are required to commit themselves to the implementation of affirmative action policy in their daily functions.

The Affirmative Action Office is responsible for the development of programs, the coordination of institutional activities, and the monitoring of our affirmative action and equal opportunity efforts.

A University Affirmative Action and Equal Opportunity Committee has been appointed by the President to assist the Affirmative Action Office in dealing with pertinent issues.

(THIS MEMORANDUM IS CONTINUED ON THE BACK OF THIS PAGE.)

Memorandum To All Employees  
Subject: Affirmative Action Policy Statement  
Page 2  
December 12, 1991

This policy complies with all pertinent State and Federal laws, including Titles VI and VII of the Civil Rights Act of 1964, as amended, Title IX of the 1972 Educational Amendments to the Higher Education Act, Executive Order 11246, as amended, Sections 503/504 of the Rehabilitation Act of 1973, Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, Rhode Island General Law 28-5.1 and Executive Order 91-39.

The University of Rhode Island is an affirmative action/equal opportunity employer.

All personnel actions will be executed without discrimination based on race, sex, religion, age, color, creed, national origin, handicap, sexual orientation, or disabled and Vietnam era veteran status in accordance with applicable State and Federal laws. These include, but are not limited to, employment, promotions, demotions, tenure, transfers, layoffs, terminations, recruitment and recruitment advertising, rates of pay, salary, fringe benefits, other forms of compensation, and selection for training.

The University of Rhode Island will treat every student fairly without discrimination based on race, sex, religion, age, color, creed, national origin, handicap, sexual orientation, or disabled and Vietnam era veteran status in accordance with applicable State and Federal laws.

The University of Rhode Island is likewise committed to the requirements of affirmative action which apply to purchasing as outlined in the applicable State and Federal laws and regulations.

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