

**Constituent Universities**

Appalachian  
State University

East Carolina  
University

Elizabeth City  
State University

Fayetteville State  
University

North Carolina  
Agricultural and  
Technical State  
University

North Carolina  
Central University

North Carolina  
State University  
at Raleigh

University of  
North Carolina  
at Asheville

University of  
North Carolina  
at Chapel Hill

University of  
North Carolina  
at Charlotte

University of  
North Carolina  
at Greensboro

University of  
North Carolina  
at Pembroke

University of  
North Carolina  
at Wilmington

University of  
North Carolina  
School of the Arts

Western Carolina  
University

Winston-Salem  
State University

**Constituent High School**

North Carolina  
School of Science  
and Mathematics

An Equal Opportunity/  
Affirmative Action Employer

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**President's Statement of Commitment to Affirmative Action and Equal Employment Opportunity**

February 27, 2017

Dear General Administration Colleagues:

The University of North Carolina General Administration's success in diversity and inclusion is founded in part on its commitment to equal opportunity and affirmative action. Our employment policies and practices are designed and implemented to ensure that no person is treated unfairly because of his or her race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, or veteran status.

We are committed also to the principles of affirmative action and equal employment opportunity for workers with disabilities and protected veterans, UNC General Administration strives to attract and retain qualified individuals for employment who are veterans or individuals with disabilities.

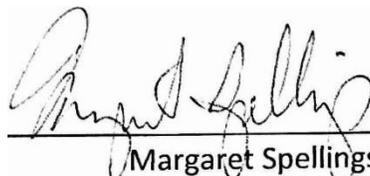
Our fundamental commitment to equal employment opportunity, based on the requirements of both federal and state law and on policies of the Board of Governors of the University, is embodied in the Affirmative Action Plan, copies of which are available in the Division of Human Resources for inspection by any employee or applicant upon request, during normal business hours. The plan is also available on our website at <https://uncgacareers.northcarolina.edu/>. I have designated Glenda Farrell, Associate Vice President for Employment and University EO Officer as the Equal Employment Opportunity/ Affirmative Action (EEO/AA) Officer for UNC General Administration. The EEO/AA Officer is charged with establishing and maintaining a reporting system that measures the effectiveness of UNC General Administration's Affirmative Action Plan and identifies where additional action is needed to meet our objectives.

It is also the obligation of each employee of UNC General Administration to contribute meaningfully, within his or her areas of competence and responsibility, to full realization of equal employment opportunity with respect to all aspects of the employment relationship, including: (1) recruitment and initial consideration for employment, (2) job placement and assignment of responsibilities, (3) evaluation of performance, (4) promotion and advancement, (5) compensation and other benefits, (6) access to training and other professional development opportunities, (7) access to facilities, (8) discipline, layoff, discharge, or other termination of employment, and (9) formulation and application of all personnel rules and regulations

Similarly, all employees are expected to make effective contributions to the realization of established affirmative action goals for the increased utilization of members of groups that previously have been under-represented within UNC General Administration. Any employee with authority and responsibility in the area of personnel management who imposes any disadvantage on any person through failure or refusal to subscribe to the principles of equal employment opportunity will be subject to appropriate disciplinary action. Any employee or prospective employee who believes that he or she has been the victim of impermissible discrimination is urged to report the matter promptly to the EEO/AA Officer.

Successful implementation of our plan depends, to a high degree on clear appreciation by all citizens that UNC General Administration welcomes as professional colleagues all qualified persons, without reference to their race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, or veteran status. We therefore invite and urge the large community of which the UNC General Administration is a part to assist us in realizing our equal employment opportunity and affirmative action objectives. To that end, we seek and welcome applicant referrals from all available sources, so long as such referrals are made in a non-discriminatory manner. And we especially appreciate the assistance of individuals and organizations in identifying as prospective employees those persons who are members of groups that traditionally have not been accorded fully equitable participation in available employment in the United States.

Any interested person may address questions concerning our Affirmative Action Plan to me or the EEO/AA Officer.



Margaret Spellings, President

2/27/17