

Subject: **Employment of Disabled Veterans and Veterans of the Vietnam Era**

Applies to: All Faculty and Staff

- I. Policy: The University of Rochester is committed to the goal of providing equal opportunity to all qualified disabled veterans, veterans of the Vietnam era and any other status protected by law.
- II. Guidelines: In order to meet this objective, the University has established the following:
  - A. The University recruits, hires and promotes for all positions (faculty and staff) without regard to the above.
  - B. All employment and promotion decisions are based solely upon the individual's qualifications for the position being filled.
  - C. All other employment practices such as compensation, benefits, transfers, layoffs or terminations, selection for training, work assignments, social and recreational and other programs are administered without regard to the above.
  - D. The University has developed Affirmative Action Programs which are designed to facilitate the recruitment and employment of qualified handicapped individuals, minority and female group members, and disabled, Vietnam Era veterans or other eligible veterans. These programs will be updated annually. Non-confidential elements of these programs will be available for review by employees so that they may avail themselves of its benefits.
  - E. The President has appointed the Provost, and the Associate Vice President for Human Resources as Affirmative Action Coordinators for the University of Rochester. The Provost is responsible for coordinating the Affirmative Action Program for faculty and the Associate Vice President for Human Resources is responsible for coordinating the Affirmative Action Program for staff. They are responsible for Adherence to this Policy, monitoring and internal reporting and implementation of the Affirmative Action Program.
- III. Procedure: The University prepares an Affirmative Action Plan for Disabled Veterans, Veterans of the Vietnam Era and other eligible veterans annually, as a part of its comprehensive Affirmative Action Plan. Copies of these plans are housed in the offices of the Provost and the Associate Vice President for Human Resources.