



## POLICY STATEMENT

### EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

The University of North Georgia is committed to affirmative implementation of equal opportunity in education and employment. To that end, the University of North Georgia does not discriminate against individuals on the basis of race, religion, color, gender, national origin, disability, age, or veteran status in the administration of its admissions policies, educational policies, employment policies, or any university governed program or activity. We also apply this principle to the issue of sexual orientation. The University of North Georgia remains committed to seeking the best-qualified person to fill each available position and will reward each employee based on his or her job performance.

As Associate Vice President, Human Resources, Risk and Compliance, I reaffirm our pledge to base decisions about employment and promotion on the principle of equal employment opportunity. Equal Employment Opportunity is the law; discrimination is prohibited by the Civil Rights Act of 1964, Executive Order 11246 as amended, the Rehabilitation Act of 1973, the Vietnam Era Veterans Readjustment Act of 1974, the Age Discrimination Act of 1967, as amended, the Immigration Reform and Control Act of 1986, and the Americans with Disabilities Act of 1990.

Every member of this university community is expected to uphold this policy as a matter of mutual respect and fundamental fairness. As an Associate Vice President, I commit this institution to fulfill both the spirit and the law of Equal Employment Opportunity and Affirmative Action.

Questions regarding this policy statement should be directed to the Office of Human Resources at 706-864-1440.

A handwritten signature in black ink, appearing to read 'Beth Arbuthnot', is written over a light blue horizontal line.

Beth Arbuthnot  
Associate Vice President, Human Resources, Risk and Compliance

Date: January 22, 2018

If you need this form in an additional format, please reach out to Michael McLeod, 678-717-2232

**Blue Ridge    Cumming    Dahlonega    Gainesville    Oconee**

60 W. Main Street, 2nd Floor | Dahlonega, GA 30597 | 706.864.1440 | Fax 706.864.1365 | [ung.edu/human-resources](http://ung.edu/human-resources)

*The University of North Georgia is designated as The Military College of Georgia® and as a State Leadership Institution.*