

## **AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY STATEMENT**

The University of Texas Southwestern Medical Center (UT Southwestern) is a federal government contractor subject to the Affirmative Action requirements of Executive Order 11246, as amended; the Rehabilitation Act of 1973, as amended; and the Vietnam Veterans' Readjustment Assistance Act of 1974, as amended, Section 4212.

UT Southwestern reaffirms its commitment to equal employment opportunity for all qualified applicants and employees in all terms and conditions of employment.

UT Southwestern prohibits discrimination against any applicant or employee for employment on the basis of race, color, national origin, religion, sex, age, disability genetic information, protected veteran status, or citizenship status. UT Southwestern also prohibits discrimination on the basis of sexual orientation, gender identity, and gender expression. UT Southwestern has an Equal Opportunity Policy located in the Policy Handbook titled *ETH-151: Equal Opportunity*.

UT Southwestern developed and maintains a written Affirmative Action Program (AAP). Daniel K. Podolsky, M.D., President of UT Southwestern, supports affirmative action and requires each employee to commit to carrying out the intent of the AAP. UT Southwestern maintains an audit and reporting system to determine overall compliance with its equal employment opportunity commitment. UT Southwestern's Equal Employment Opportunity (EEO) Administrator oversees the AAP development, modification, implementation, effectiveness, reporting requirements and conducts management updates. UT Southwestern invites any applicant or employee to review UT Southwestern's written AAP. This plan is available for inspection on business days between 9:00 a.m. and 2:00 p.m. in BL11.306. Interested persons should contact the EEO Administrator at 214.648.4343 for assistance.

As part of UT Southwestern's commitment to equal opportunity for all qualified applicants and employees in all terms and conditions of employment, UT Southwestern seeks to ensure recruitment, selection, job assignment, training, compensation, benefits, discipline, promotion, transfer, layoff and termination processes remain free from illegal discrimination based upon race, color, religion, sex, sexual orientation, gender identity, national origin, disability (as defined under Section 503 of the Rehabilitation Act of 1973) or protected veteran status (as defined under Vietnam Era Veterans' Readjustment Assistance Act of 1974 "VEVRAA"). UT Southwestern requires all employment decisions are based only on valid job requirements. Regular review ensures compliance with this policy. UT Southwestern further ensures applicants and employees are not subjected to harassment due to any protected status as described above, or any harassment, intimidation, threats, coercion, discrimination or retaliation because they have engaged in any of the following activities; (1) filing a complaint with UT Southwestern or with federal, state, or local agencies regarding a status covered under the AAP, (2) assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of any federal, state, or local equal employment opportunity or affirmative action statute pertaining to a status covered under the AAP; (3) opposing any act or practice made unlawful by Section 503 and/or VEVRAA, and (4) exercising any other right protected by Section 503 and/or VEVRAA or its implementing regulations.