

TEMPLE UNIVERSITY
- OF THE COMMONWEALTH SYSTEM OF HIGHER EDUCATION

November 1, 2024

AFFIRMATIVE ACTION PROGRAM FOR INDIVIDUALS WITH DISABILITIES

Effective November 1, 2024, through October 31, 2025

AFFIRMATIVE ACTION PROGRAM FOR INDIVIDUALS WITH DISABILITIES

NONDISCRIMINATION AND EQUAL OPPORTUNITY STATEMENT

Temple University is committed to a policy of equal opportunity for all in every aspect of its operations, including employment, service and educational programs. The University has pledged not to discriminate on the basis of race, color, sex (including pregnancy), marital status, national or ethnic origin, religion, disability, sexual orientation, gender identity, veteran status or genetic information.

Temple University's equal opportunity/affirmative action program complies with federal regulations such as: Titles VI and VII of the Civil Rights Act of 1964, Executive Order 11246, The Age Discrimination in Employment Act of 1967, Title IX of the Education Amendments of 1972, the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, as amended, the Vietnam Era Veterans' Readjustment Assistance Act, as amended (VEVRAA), the Genetic Information Nondiscrimination Act of 2008, and the Pregnant Workers Fairness Act of 2022.

Temple University's equal opportunity/affirmative action program has these inclusive objectives: To support the admission and successful participation of disadvantaged students, students with disabilities, and those for whom English is a second language; and to employ and advance in employment qualified women, minorities, individual with disabilities, Armed Forces service medal veterans, disabled veterans, recently separated veterans, and other protected veterans.

With respect to employment practices, including recruitment, advertising, job application procedures, hiring, upgrading, training, promotion, transfer, compensation, job assignments, benefits, and/or other terms, conditions, or privileges of employment, Temple University will continue to ensure that individuals are employed, and that employees are treated during employment, without unlawful discrimination or harassment based on sex, gender identity, sexual orientation, race, color, religion, national or ethnic origin, age, physical or mental

disability, protected veteran status, genetic information or any other characteristic protected by law.

Temple University Policy on Preventing and Addressing Discrimination and Harassment (<https://secretary.temple.edu/sites/secretary/files/policies/04.81.11.pdf>) is intended to be consistent with applicable federal, state, and local laws and other university policies. This policy does not allow curtailment or censorship of constitutionally protected expression and will not be applied in a way that infringes upon an individual's constitutional rights of freedom of expression. The Office of Equal Opportunity Compliance (EOC) is responsible for enforcing this policy on behalf of the University and has complaint procedures to enable it to do so.

All university employees are responsible for successfully completing the University's online nondiscrimination, anti-harassment, and anti-retaliation training upon initial employment and from time to time thereafter as determined in the sole discretion of the President or the President's designee. In addition, managers and supervisors are responsible for:

- knowing and understanding this policy,
- explaining this policy to persons under their supervision,
- taking appropriate action to prevent unlawful discrimination and harassment,
- being receptive to concerns and complaints of unlawful discrimination and harassment,
- taking appropriate action (including consultation with EOC, EO Ombudspersons, Human Resources, and/or the University's Title IX and ADA Coordinator) when they become aware of potential violations of this policy,
- preventing any retaliation against complainants.