

## EQUAL EMPLOYMENT OPPORTUNITY POLICY

This policy statement affirms Western State Colorado University's commitment to ensuring equal employment opportunity in all employment practices for all employees and applicants for employment at the University, and taking affirmative action with respect to qualified individuals from underrepresented groups.

Western State Colorado University does not engage in employment discrimination against any employee or applicant for employment because of race, color, national origin, sex, sexual orientation, gender identity, age, genetic information, disability, creed, religion, or protected veteran status.

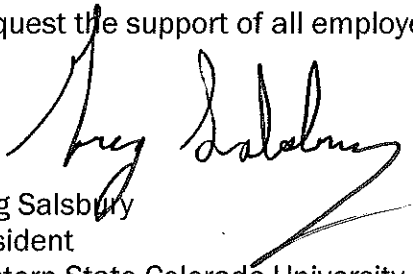
The University ensures nondiscrimination in employment matters pursuant to all applicable Federal and State laws and regulations. In addition, Western State Colorado University takes affirmative action, pursuant to its obligations as a federal contractor, to employ and advance in employment qualified women, people of color, individuals with disabilities and protected veterans.

Employees and applicants of Western State Colorado University will not be subject to harassment on the basis of race, color, national origin, sex, sexual orientation, gender identity, age, genetic information, disability, creed, religion, or protected veteran status. Additionally, retaliation, including intimidation, threats or coercion because an employee or applicant has objected to discrimination, filed a complaint, assisted in an investigation or otherwise sought to obtain their legal rights under any Federal or State EEO law is prohibited.

As President of Western State Colorado University, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure compliance with applicable Federal and State laws and regulations, I have appointed the Director of Human Resources, Kimberly Gailey, as the Affirmative Action Officer.

Western State Colorado University has developed a written Affirmative Action Program which sets forth the steps the University will take and has taken to ensure equal employment opportunity. The Affirmative Action Program is available in the Human Resources office for inspection by any employee or applicant for employment upon request. Interested persons should contact Kimberly Gailey for assistance.

I request the support of all employees in accomplishing Equal Employment Opportunity.



Greg Salsbury  
President  
Western State Colorado University  
June 1, 2015