



**Equal Employment Opportunity Statement
Reaffirmation Policy Statement**
April 2022

West Liberty University reaffirms its commitment to equal employment opportunity and affirmative action and reissues the following policy statement:

We believe that a diverse campus community enriches the educational and scholarly environment by bringing varied interests, experiences and perspectives to the teaching, learning, investigative and creative activities to our core mission. We also recognize our responsibility to assume a leadership position here as we do in our other pursuits.

To encourage such diversity, we have developed and maintain a written Affirmative Action Program (AAP). West Liberty's President supports the affirmative action program and urges each employee to commit to carrying out the intent of the policy.

We prohibit discrimination and harassment and provide equal opportunity for all employees and applicants for employment in all personnel practices including recruiting, hiring, and promotion, compensation, benefits, and access to training, regardless of race, religion, color, national origin, physical or mental disability, medical condition, pregnancy, marital status, sex, age, sexual orientation, gender identity, protected veteran status, genetic information, or any other trait or status protected by applicable law. Furthermore, it is the University's policy that there shall be no discrimination or retaliation against applicants and employees who engage in any of the following activities (1) filing a complaint with West Liberty University or with federal, state, or local agencies, regarding status covered under the AAP, (2) assisting or participating in any 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 the status covered under this 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 in this part.

West Liberty University does not sacrifice job-related standards in relation to its affirmative action. The best qualified person must always be hired. Affirmative action encourages us to reach out to groups that have historically been underrepresented.

West Liberty University maintains an audit and reporting system to determine overall compliance with its equal opportunity mandates. The EEO Administrator or designee oversees the affirmative action plan development, modification, implementation, effectiveness, reporting requirements and conducts management updates. West Liberty University invites any employee to review its written Affirmative Action Plan. This plan is available for inspection upon request during normal business hours at the Human Resources Office.

Diana L. Harto

Diana L. Harto, PHR, SHRM-CP
Chief Human Resources Officer
April 2022