

**AMERICANS WITH DISABILITIES /  
EQUAL OPPORTUNITY EMPLOYER**

The University acknowledges and affirms its commitment to provide a workplace with equal access for all employees. The University recognizes its obligations to make reasonable accommodation(s) to employees protected by the Americans with Disabilities Act and to prevent any inequitable treatment.

It is the policy of Southern Connecticut State University that employment decisions be based on merit, qualifications, and competence. Except where required or permitted by law, employment practices will not be influenced or affected by virtue of an applicant's or employee's race, sex, color, religious creed, national origin, national ancestry, sexual orientation, marital status, veteran status, age, criminal record, or disability including learning disability, past or present history of a mental disorder, genetic information, or any other characteristic protected by law. In addition, the University intends to provide a work environment that is free of unlawful harassment of any kind. This policy governs all aspects of employment, promotion, assignment, discharge, and other terms and conditions of employment.