

**AFFIRMATIVE ACTION  
POLICY STATEMENT**

It is the policy of Gannon University to provide equal employment opportunities without regard to race, color, religion, sex, national origin, age, disability, marital status, veteran status, sexual orientation, genetic information, or any other protected characteristic under applicable law. This policy relates to all phases of employment including, but not limited to, recruiting, employment, placement, promotion, transfer, demotion, reduction of workforce and termination, rates of pay or other forms of compensation, selection for training, the use of all facilities, and participation in all University-sponsored employee activities. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity or age limitations will be adhered to by the University where appropriate.

As part of the University's equal employment opportunity policy, Gannon University will also take affirmative action as required by applicable laws and Executive Orders to ensure that minority group individuals, females, disabled veterans, recently separated veterans, other protected veterans, Armed Forces service medal veterans, and qualified disabled persons are introduced into our workforce and considered for promotional opportunities.


Employees and applicants shall not be subjected to harassment, intimidation or any type of retaliation because they have (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or (4) exercised any other legal right protected by federal, state or local law requiring equal opportunity.

The above-mentioned policies shall be periodically brought to the attention of supervisors and shall be appropriately administered. It is the responsibility of each supervisor of the University to ensure affirmative implementation of these policies to avoid any discrimination in employment. All employees are expected to recognize these policies and cooperate with their implementation. Violation of these policies is a disciplinary offense and may lead to discipline, up to and including discharge.

The Affirmative Action Officer has been assigned to direct the establishment and monitor the implementation of personnel procedures to guide our affirmative action program throughout Gannon University. A notice explaining the University's policy will remain posted.

Any faculty or staff member with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their dean, director, a harassment prevention officer, Affirmative Action Officer, or the Human Resources department.

Inquiries concerning the application of Title IX are to be referred to the Gannon University Title IX Coordinator: Joseph Primiano; Beyer Hall 306M; 109 University Square, Erie, PA 16541-0001; 814-871-7881; primiano001@gannon.edu.

  
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Dr. Walter Iwanenko, President

  
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