



EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION STATEMENT

Wheeling Jesuit University adheres to a policy of providing equal opportunity to its employees and applicants for employment. Accordingly, no qualified person will be denied employment, employment opportunities, or otherwise be discriminated against at Wheeling Jesuit University on the basis of race, color, religion, gender, sexual orientation, national origin, ethnicity, age, marital status, disability, physical or mental impairment, or Vietnam Era or disabled veteran status insofar as any of these classes are defined and protected by local, state, and federal laws and regulations. These laws include, but are not limited to, the Civil Rights Act of 1866; the Equal Pay Act of 1963; Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964; Executive Order 11246, as amended; Title IX of the Education Amendments of 1972; the Rehabilitation Act of 1973; Vietnam Era Veterans Readjustment Assistance Act, as amended; the Age Discrimination in Employment Act, as amended; the Pregnancy Discrimination Act; the Americans with Disabilities Act; the Civil Rights Act of 1991; the West Virginia Human Rights Act; and, Article 169 of the Codified Ordinances of the City of Wheeling, West Virginia.

It is the policy of Wheeling Jesuit University that all personnel actions, including: rates of pay, compensation, benefits, transfers, promotions, demotions, restructuring, layoffs, recalls from layoff, terminations, University-sponsored training, education, tuition assistance, social, and recreational programs will be administered in a nondiscriminatory manner. This affirmative action and equal opportunity policy also applies to employment activities including advertising, recruiting, interviewing, offers of employment, and any other terms, benefits, or conditions of employment.

Wheeling Jesuit University values diversity and seeks talented employees from a variety of backgrounds. To this end, the University takes affirmative action to employ qualified women, minorities, disabled or Vietnam Era veterans, and disabled or impaired individuals. Questions or concerns regarding the University's Equal Opportunity / Affirmative Action Policies should be directed to the Affirmative Action / Equal Employment Opportunity Officer, currently the Director of Human Resources, located in Whelan Hall, extension 2639.

(Updated 03.2016)