

# Statement of Policy

(Per 41 C.F.R. 60-1.4)

October 1, 2018

The Ohio State University policy is to provide equal opportunity to all persons without regard to race, color, sex, gender identity, sexual orientation, transgender status, religion, national origin, age, disability, Protected Veteran Status, or other bases protected by applicable law. University policy prohibits harassment of applicants or employees related to these bases. We have an Affirmative Action Program to assure equal employment opportunity in all policy decisions affecting recruitment, selection, assignment, promotion, training, and all other terms and conditions of employment. We have an audit & reporting system to measure the effectiveness of our AAPs. Employees and applicants will not be subjected to reprisal, harassment, intimidation, threats, coercion or discrimination because they: (1) file a complaint with the University or government agencies; (2) assist or participate in any investigation, compliance review, hearing, or any other activity related to the administration of any law requiring equal opportunity for disabled persons and Protected Veterans; (3) oppose any act or practice made unlawful by any law requiring equal opportunity for disabled persons and Protected Veterans; or (4) exercise any other employment right protected by the Vietnam Era Veterans' Readjustment Assistance Act of 1974 or Section 503 of the Rehabilitation Act of 1973, or their implementing regulations. The University will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the University's legal duty to furnish information.

With the support and concurrence of top management, including President Michael V. Drake, I am responsible for implementing our affirmative action efforts to ensure that the principle of equal employment opportunity is understood, followed, and a reality in the University. All faculty, staff and employees are responsible to act in accordance with the University's EEO policy, and all members of management must be familiar with this policy, fully support it, and apply these principles in good faith. This statement is promulgated (1) to provide applicants and employees with knowledge of the University's commitment to assure equal employment opportunity, and (2) as notice to subcontractors, including vendors and suppliers, of our EEO/AA efforts and as a means of requesting appropriate action on their part. The EEO/Affirmative Action Plans for Disabled Workers and Protected Veterans are located in the Office of Human Resources and, upon request, may be reviewed, absent the data metrics, by applicants and employees during normal working hours.

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Susan Basso

Senior Vice President for Talent, Culture, and HR



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HUMAN RESOURCES

