

POLYTECHNIC UNIVERSITY OF PUERTO RICO

Human Resources Office

EEO POLICY AND AVAILABILITY OF AFFIRMATIVE ACTION PROGRAM

It is the policy of the Polytechnic University of Puerto Rico not discriminate against any employee or applicant for employment because of race, color, religion, gender, gender identity, actual or perceived sexual orientation, national origin, veteran status, condition social, age, marital status, political beliefs, status as a victim of domestic violence and stalking, status as a veteran of the Vietnam Era, qualified veteran, disabled or person with physical or mental disabilities any other characteristic protected by local, state and federal laws feature.

Polytechnic University of Puerto Rico will take affirmative action to ensure that the applicants are considered for employment and that employees are treated during employment, without regard to their race, color, religion, gender, gender identity, national origin, veteran status of the Vietnam Era, qualified disabled veteran, or person with physical or mental disability or any other protected status. Such actions include, but are not limited to: employment, upgrading, demotion or transfer, recruitment or recruitment advertisement, lay-off or termination, rates of pay or other forms of compensation, and selection of training, including apprenticeship.

In compliance with the Executive Order 11246, as amended, section 503 of the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended 38 U.S.C. 4212 we have developed written Affirmative Action Programs (AAP's) which contain all the steps we will undertake to ensure compliance with the above mentioned laws and with our "Equal Employment Opportunity and Affirmative Action Policies". The Affirmative Action Programs (AAP's) are available for inspection to any employee and applicant for employment upon request at the personnel office from Monday to Friday, during normal business hours.

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities:

1. Filing a complaint.
2. Assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended (Section 503), and Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA), or any other Federal, State or local law requiring equal opportunity for disabled persons.
3. Opposing any act or practice made unlawful by Section 503, and VEVRAA or its implementing regulations in this part or any other Federal, State or local law requiring equal opportunity for disabled persons.
4. Exercising any other right protected by Section 503, and VEVRAA or this implementing regulations in this part.