Policy and Affirmative Action Program for
Individuals with disabilities and Protected Veterans
41 CFR 60-741 & 60-300

Policy Statement
41 CFR 60-741.44 (a), 60-300.44 (a)

The University of Alaska is an equal opportunity/affirmative action institution and is committed to a policy of nondiscrimination on the basis of protected veteran status (disabled veteran, recently separated veteran, Armed Forces service medal veteran, active wartime or campaign badge veteran) or status as an individual with a disability. As a government contractor, the University will take affirmative action to employ and advance in employment qualified protected veterans and qualified individuals with disabilities. The University will recruit, hire, train, and promote persons in all job titles, and ensure that all other personnel actions are administered in a nondiscriminatory manner, without regard to protected veteran status or disability. The University will also ensure that all employment decisions are based only on valid job requirements.

The University affirms that 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 evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of VEVRAA or section 503 or any other Federal, state or local law requiring equal opportunity for protected veterans or individuals with disabilities; (3) opposing any act or practice made unlawful by VEVRAA or section 503 or their respective implementing regulations in this part or any other Federal, state or local law requiring equal opportunity for protected veterans or individuals with disabilities; or (4) exercising any other right protected by VEVRAA or section 503 or their implementing regulations in this part.

As President of the University of Alaska, I am committed to the principles of equal employment opportunity and affirmative action (EEO/AA). I have designated the campus EEO/AA Coordinators Michelle Michel (UA System Office), Mae Marsh (UA Fairbanks), Marva Watson (UA Anchorage), and Kirk McAllister (UA Southeast), as the officials responsible for the implementation of affirmative action activities. It is their duty to develop a written Affirmative Action Program (AAP) for Protected Veterans and Individuals with Disabilities and to establish and maintain an internal audit and reporting system to measure the effectiveness of the affirmative action programs. The AAP and contact information for the EEO Coordinators are available at www.alaska.edu/hr. The AAP can be provided in alternate format upon request to an EEO coordinator.

Patrick Gamble, President
University of Alaska