



# Policy

Marshall University Research Corporation

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Title	<b>Equal Opportunity/Affirmative Action</b>
Policy No.	<b>MURC-005</b>
Effective Date	<b>February 23, 2011</b>
Last Revision Date	<b>August 24, 2018</b>

It is the policy of the Marshall University Research Corporation to provide equal employment opportunities for prospective and current members of its faculty and staff on the basis of individual qualifications and merit. The Marshall University Research Corporation is committed to providing a diverse and inclusive culture by promoting diversity, inclusion, equality, and intercultural and intercommunity outreach.

In order to ensure genuine equal opportunities for all:

- 1) The Marshall University Research Corporation prohibits discrimination based on race, color, ancestry, physical or mental disability, marital or family status, pregnancy, sex, sexual orientation, religion, creed, age, national origin, service in the uniformed services, veteran status, genetic information, gender information, gender identity, or gender expression in the administration of any of its programs, activities or with respect to employment.
- (2) The Marshall University Research Corporation will, whenever appropriate, take affirmative actions to employ, advance in employment and otherwise treat without discrimination qualified women, minorities, individuals with disabilities, disabled veterans and veterans of the Vietnam era.
- (3) The Marshall University Research Corporation will not affiliate with nor grant recognition to any individual, group or organization having policies or practices that discriminate on the basis of race, color, sex, sexual orientation, religion, age, national origin, veteran status or disabilities.

All employees and contractors of the Marshall University Research Corporation are required to comply with this policy in the exercise of their functions. Anyone who believes that they have been denied the benefits of this policy should contact the Marshall University Office of Equity Programs for appropriate action. Any requests for information on the implementation of this policy should be addressed to: Office of the Equity Programs, 207 Old Main, Marshall University, Huntington, WV 25755. (304)-696-2597