

## **Affirmative Action**

JCU is committed to Affirmative Action and Equal employment opportunity and will not discriminate against any employee or applicant for employment based on race, age, sex, religion, ethnic or national origin, disability, military or veteran status, or genetic information, as defined and protected by local, state and federal laws and regulations.

The university values diversity and seeks talented employees from a variety of backgrounds. To this end, JCU takes affirmative action to employ qualified women, minorities, veterans, and disabled persons.

John Carroll University subscribes to these provisions in hiring, placement, promotion, transfer or demotion, recruitment or advertising for employment, treatment during employment, compensation or benefits, professional development, layoff or termination and seniority or retirement.

Associate Academic Vice President James H. Krukones is the Affirmative Action/Equal Employment Opportunity Coordinator for faculty positions. Charles Stuppy, Director of Human Resources, is the Affirmative Action/Equal Employment Opportunity Coordinator for all other university positions. These AA/EEO Coordinators are responsible for overall implementation and monitoring of the university's equal employment and Affirmative Action plan and commitments.

Applicants and employees are protected from intimidation or discrimination for filing a complaint or assisting in an internal or external AA/EEO investigation. Any applicant or employee who has questions about John Carroll's policy or practices should contact an AA/EEO Coordinator.