

### Equal Opportunity in Programs and Activities

It is the policy of the University of Missouri-Rolla to provide equal employment opportunities to all qualified persons without regard to race, color, sex, sexual orientation, religion, national origin, age, or physical disability, and status as vietnam era veteran, to prohibit discrimination in recruitment, employment, conditions of employment, including salary and benefits related thereto, to promote employment opportunity and to take affirmative action in this regard.

Affirmative Action means the elimination of all existing discriminatory conditions, whether purposeful or inadvertent. This nondiscrimination policy applies to all persons.

#### **Title VI of the Civil Rights Act of 1964**

"No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."

#### **Title IX of the Education Amendments of 1972**

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

#### **Section 504 of the Rehabilitation Act of 1973**

"No otherwise qualified handicapped individual in the United States...shall, solely by reason of the handicap, be excluded from the participation in, be denied the benefits of, or be subject to discrimination under any program or activity receiving Federal financial assistance."

#### **Section 303 of the Age Discrimination Act of 1975**

"No person in the United States shall, on the basis of age, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."

#### **The Americans with Disabilities Act of 1990 Section 102 Discrimination**

General Rule. – No covered entity shall discriminate against a qualified individual with a disability because of the disability of such individual in regard to job application procedures, the hiring, advancement, or discharge of employees, employee compensation, job training, and other terms, conditions, and privileges of employment.

UMR conducts its programs and activities involving admission and treatment of students, employment, teaching, research, and public service in a non-discriminatory manner as prescribed by Federal law and regulation.

Inquiries concerning the above may be addressed to:

Chancellor, University of Missouri-Rolla  
Rolla, Missouri 65409-9957

Director, Office for Civil Rights  
Department of Health and Human Services  
Washington, D.C. 20201

#### **INFORMATION ON THE WORLD WIDE WEB**

For the most current information regarding course descriptions go to:  
<http://registrar.umr.edu/>

Students are also advised to consult the websites of individual department offices.

