

Affirmative Action Policy on Employment of Veterans

Effective: July 2011 (revised)
Responsible Executive: Director, AA/EEO
Applicability: All individuals, including Auburn University faculty and staff
Review By: July 2022

Auburn University will not discriminate against any employee or applicant for employment because he or she is a special disabled veteran or veteran of the Vietnam era in regard to any position for which the employee or applicant for employment is qualified. We will take affirmative action to employ, advance in employment and otherwise treat qualified individuals without discrimination based on their status as a special disabled veteran or veteran of the Vietnam era in all employment practices, including the following:

1. Hiring, placing, upgrading, promoting, awarding of tenure transferring and demoting employees, layoff, and rehiring;
2. Recruitment, advertising and job application procedures;
3. Treatment of employees during employment;
4. Rates of pay and all forms of compensation or employment benefits including leaves of absence, sick leave or any other leave;
5. Selection for training, job assignment, job classification, professional meetings, conferences and selection for leaves of absence to pursue training;
6. Layoff and termination;
7. Facilities and activities sponsored by Auburn, including social or recreational programs; and
8. Any other term, condition or privilege of employment.

Auburn University's policy is consistent with the requirements and objectives set forth by Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974 (VEVRAA), 38 U.S.C § 2012, as amended. Auburn University's objective is to employ individuals qualified for or trainable for positions base upon job-related standards involving education, training, experience and personal qualifications.

Responsibility for supervising compliance and continued implementation of this policy on employing,

advancing in employment, and otherwise treating disabled veterans and veterans of the Vietnam era fairly is assigned to the AA/EEO Officers.

Employees and applicants shall 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 the VEVRAA or any other Federal, state or local law requiring equal opportunity for special disabled veterans or veterans of the Vietnam era;
3. Opposing any act or practice made unlawful by VEVRAA or its implementing regulations or any other Federal, state or local law requiring legal opportunity for special disabled veterans or veterans of the Vietnam era: or
4. Exercising any other right protected by VEVRAA or its implementing regulations in this part.