

June 23, 2023

ALL UAGM EMPLOYEES AND APPLICANTS FOR EMPLOYMENT

Victoria de Jesús, Ed. D.
Human Resources Vice President

EEO POLICY, AVAILABILITY OF AAP FOR INSPECTION

It is the policy of Sistema Universitario Ana G. Méndez to ensure equal opportunity in the workplace, and not to discriminate against any employee or applicant for employment because of race, color, religion, sex, gender, gender identity, real or perceived, sexual orientation, national origin, military status, status as protected veteran, physical or mental disability, social condition, age, marital status, political ideologies, domestic violence or sexual attacks victim status, or any other characteristic protected by federal, state or local law.

Sistema Universitario Ana G. Méndez will take affirmative action to ensure that the applicants are considered for employment and that employees are treated during employment, without regard to their race, color, religion, sex, national origin, status as a protected veteran or individual with a disability, or any other protected characteristic. Such actions include, but are not limited to: employment, promotion, demotion or transfer, recruitment or recruitment advertisement, lay-off or termination, rates of pay or other forms of compensation, and selection of training, including apprenticeship.

In compliance with the Executive Order 11246, as amended, section 503 of the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended 38 U.S.C. 4212 we have developed written Affirmative Action Programs (AAP's) which contain all the steps we will undertake to ensure compliance with the above mentioned laws and with our "Equal Employment Opportunity and Affirmative Action

Policies". The Affirmative Action Programs (AAP's) are available for inspection to any employee and applicant for employment upon request at the Human Resources Department from Monday to Friday, during normal business hours.

Sistema Universitario Ana G. Méndez will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

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 review, hearing, or any other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended (Section 503), and Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA), or any other Federal, State or local law requiring equal opportunity for disabled persons; (3) opposing any act or practice made unlawful by Section 503, and VEVRAA or its implementing regulations in this part or any other Federal, State or local law requiring equal opportunity for disabled persons; or (4) exercising any other right protected by Section 503, and VEVRAA or this implementing regulations in this part.

DISCLAIMER: In the event of any inconsistency or ambiguity in relation to the meaning of any word or phrase in the English translation, the Spanish text shall prevail.