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|  VILLANOVA UNIVERSITY | Title: Equal Employment Opportunity/Affirmative Action Policy | |
| | University Division/Department: Human Resources | |
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I. PURPOSE


The University is a federal contractor subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) and Section 503 of the Rehabilitation Act of 1973, as amended (Section 503). The University is committed to equal employment opportunity, and it is the University's policy to take affirmative action to employ and advance in employment minorities, females, protected veterans and individuals with disabilities. The University will also provide reasonable accommodation to known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship on the operation of our business.

II. POLICY STATEMENT

It is the policy of Villanova University ("The University") to recruit, hire, train, and promote persons in all job titles, and ensure that all other personnel actions are administered, without regard to race, color, national origin, ancestry, ethnicity, religion, gender, sexual orientation, gender identity or expression, age, veteran status, disability, or any other protected category. The University will ensure that all employment decisions are based only on valid job requirements.

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 section 503, VEVRAA, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; (3) opposing any act of practice made unlawful by section 503, VEVRAA, or their implementing regulations in this part, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; or (4) exercising any other right protected by section 503, VEVRAA or their implementing regulations.

The University's affirmative action program allows for an audit and reporting system to measure the effectiveness of the program and determine the degree to which its objectives have been attained. The program also allows the University to determine whether protected veterans and individuals with disabilities have the opportunity to participate in University-sponsored activities, analyze our compliance with the program's specific obligations, and document actions taken to comply with these obligations.

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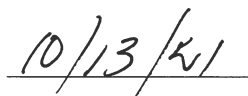
As President, I support the University's affirmative action program.

I have delegated responsibility for implementing our affirmative action program to Raymond Duffy, Associate Vice President of Human Resources and Affirmative Action Officer.

The University's employees and applicants may review the non-confidential portions of the affirmative action plans during regular business hours. Please contact Raymond Duffy at 610-519-7900, during normal business hours to review the affirmative action plan.



Rev. Peter M. Donohue, OSA, President



Date signed

III. RESPONSIBLE UNIVERSITY DIVISION/ DEPARTMENT

Raymond Duffy
 Associate Vice President, Human Resources, Affirmative Action Officer
 800 Lancaster Avenue,
 Villanova, PA 19085
 (610) 519-5135
raymond.duffy@villanova.edu

IV. RESPONSIBLE ADMINISTRATIVE OVERSIGHT

Office of Human Resources
 789 Lancaster Avenue, Suite #260
 Villanova, PA 19085
 610-519-7900
hr@villanova.edu