

**EQUAL OPPORTUNITY EMPLOYMENT  
POLICY**

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It is UAS' policy to prohibit unlawful discrimination against any applicant based on race, color, creed, sex, gender identification, religion, marital status, pregnancy, age, national origin or ancestry, physical disability (including HIV and AIDS), mental disability, medical condition including genetic characteristics, sexual orientation. Political affiliation, disabled veteran or veteran of the Vietnam era or any other consideration made unlawful by federal, state, or local laws. The equal employment programs include but are not limited to recruitment, appointment, retention, promotion, compensation, benefits, transfers, layoffs, return from layoff, tuition assistance, and social and recreational programs.

UAS is committed to complying with all applicable laws and providing equal employment opportunities. This commitment applies to all persons involved in the operations of UAS and prohibits unlawful discrimination by any employee of UAS, including supervisors and co-employees.