



Baylor University

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Baylor University is firmly committed to Equal Employment Opportunity (EEO) and to compliance with all applicable Federal, State, and local laws that prohibit employment discrimination on the basis of age, race, color, sex, national origin, disability, protected veteran status, and other protected classifications. This policy applies to all employment decisions including, but not limited to, recruiting, hiring, training, promotions, pay practices, benefits, disciplinary actions, and terminations.

Baylor University, founded by the Texas Baptist Education Society, is controlled by a predominantly Baptist Board of Regents and is operated within the Christian-oriented aims and ideals of Baptists. Baylor University is also affiliated with the Baptist General Convention of Texas, a cooperative association of autonomous Texas Baptist churches, and is an associate member of the Baptist World Alliance. As a religiously controlled institution of higher education, Baylor University is exempt from compliance with select provisions of certain civil rights laws, and Baylor University is also exempt from prohibitions against discrimination based on religion. As such, the University prescribes standards of personal conduct that are consistent with its religious mission and values and lawfully considers a person's religion in the employment context. Baylor University's commitment to equal opportunity and respect for others does not undermine the validity and effect of these legal exemptions, including without limitation the religious organization exemption under Title VII of the Civil Rights Act of 1964, the religious exemption to Title IX of the Education Amendments of 1972, and the Free Exercise Clause of the First Amendment to the United States Constitution, among others.

As a government contractor, Baylor University is also committed to taking affirmative action to hire and advance minorities and women as well as qualified individuals with disabilities and covered veterans. We invite employees who are disabled or protected veterans and who wish to be included under our Affirmative Action Program to self-identify as such with the EEO Coordinator. This self-identification is strictly voluntary and confidential and will not result in retaliation of any sort.

Employees of and applicants to Baylor University will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing, or have otherwise sought to obtain their legal rights related to any Federal, State, or local law regarding EEO for qualified individuals with disabilities or qualified protected veterans.

As President of Baylor University, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure the dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the university, I have selected Shirl Brown, Manager of Affirmative Action & Equal Opportunity and 504 Coordinator, as the EEO Coordinator for Baylor University. One of the EEO Coordinator's duties is to maintain the internal audit and reporting system to allow for effective measurement of the university's programs.

In furtherance of Baylor University's policy regarding Affirmative Action and Equal Employment Opportunity, Baylor University has developed a written Affirmative Action Program which sets forth the policies, practices, and procedures which the university is committed to applying in order to ensure that its policy of non-discrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This Affirmative Action Program for qualified individuals with disabilities and qualified protected veterans is available for inspection by any employee or applicant for employment upon request, between 8:30 AM - 4:30 PM at the Equity, Civil Rights, and Title IX Office. Any questions should be directed to your supervisor, the EEO Coordinator, or me.

Linda A. Livingstone, Ph.D.
President
Baylor University

2-28-24