



DIVISION OF AGRICULTURE
RESEARCH & EXTENSION

University of Arkansas System

**EQUAL EMPLOYMENT OPPORTUNITY AND
AFFIRMATIVE ACTION POLICY**

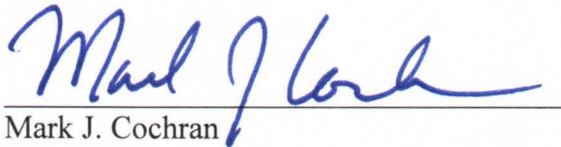
It is, has been, and will continue to be the policy of the University of Arkansas Division of Agriculture to provide equal employment opportunity without regard to race, color, age, religion, sex, national origin, disability, genetic information, marital or veteran status, or any other legally protected status. Further, it is the policy of the University of Arkansas Division of Agriculture to undertake affirmative action in compliance with all federal, state, and local laws. I wish to take this opportunity to issue a formal reaffirmation of this policy and to assure each applicant, employee, and party with whom we do business of my personal commitment to our equal opportunity and affirmative action objectives.

Our continued success depends heavily on the full and effective utilization of qualified persons. I will continue to direct our employment practices toward ensuring equal opportunity for all. The University of Arkansas Division of Agriculture intends that all matters related to recruitment, hiring, training, compensation, benefits, promotions, transfers, terminations, as well as all company-sponsored social and recreational programs and all treatment on the job be free of unlawful discriminatory practices.

As Vice President, I retain the overall responsibility for the Division of Agriculture's Equal Employment Opportunity and Affirmative Action Programs. The administration and implementation of these important programs for women, minorities, disabled persons, disabled veterans and veterans of the Vietnam Era are the responsibility

of Barbara Batiste, Civil Rights Compliance Officer. I ask that each manager and supervisor join me in full support of the principles of equal opportunity and affirmative action. Violation of this policy is an offense punishable by disciplinary action, up to and including termination.

Pursuant to this policy, any person desiring to inspect the University of Arkansas Division of Agriculture's Affirmative Action Plan should contact the Office of Affirmative Action between 8:00 a.m. and 4:30 p.m., Monday through Friday. In addition, any applicant or employee who believes that discrimination in employment has been practiced against him or her or that an employment practice of the University of Arkansas Division of Agriculture has resulted or will result in discrimination in employment against him or her may, contact Barbara Batiste, Civil Rights Compliance Officer, Office of Affirmative Action, 2301 S. University Rm. 205B, Little Rock, Arkansas 72203, (501) 671-2015.

A handwritten signature in blue ink that reads "Mark J. Cochran". The signature is written in a cursive style and is positioned above a horizontal line.

Mark J. Cochran
Vice President for Agriculture
University of Arkansas Systems

Dated: March 27, 2012



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**EQUAL EMPLOYMENT OPPORTUNITY AND
AFFIRMATIVE ACTION POLICY FOR INDIVIDUALS WITH
DISABILITIES AND COVERED VETERANS**

It is the policy of the University of Arkansas Division of Agriculture not to discriminate against any employee because he or she is a special disabled veteran, veteran of the Vietnam era, or an individual with a physical or mental disability. It is also the policy of the University of Arkansas Division of Agriculture and my personal commitment that equal employment opportunity is provided in the employment and advancement of special disabled veterans, veterans of the Vietnam era, and persons with physical or mental disabilities at all levels of employment. The University of Arkansas Division of Agriculture is committed to a policy to take affirmative action to employ and advance in employment all persons regardless of their status as qualified individuals with disabilities, special disabled veterans, or veterans of the Vietnam era. Such action shall apply to all employment actions, including but not limited to: recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeships, internships, or on-the-job training.

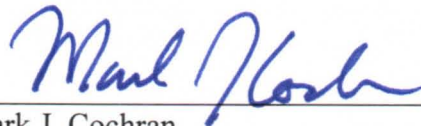
As Vice President for Agriculture, I am committed to the principles of affirmative action and equal employment opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the Division, I have assigned the overall affirmative action activities to the Affirmative Action Officer. One of the Affirmative Action Officer's duties will be to

establish and maintain an internal audit and reporting system to allow for effective measurement of the Division's Affirmative Action Plan.

Employees of and applicants to the University of Arkansas Division of Agriculture will not be subject to harassment, intimidation, threats, coercion, or discrimination because they 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 equal employment opportunity for qualified individuals with disabilities or Covered Veterans.

In carrying out this affirmative action plan, the Division will make every effort to provide for reasonable accommodations for an employee or applicant for employment who has known physical or mental limitations, unless the accommodation would impose undue hardship on the operation of the institution.

Our obligations in this area come from our commitment as an employer in this state to provide job opportunities to special disabled veterans, veterans of the Vietnam era, and persons with disabilities.



Mark J. Cochran
Vice President for Agriculture
University of Arkansas Systems

Dated: March 27, 2012