



**DIVISION OF AGRICULTURE**  
**RESEARCH & EXTENSION**

*University of Arkansas System*

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## **EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY**

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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, sex, gender identity, sexual orientation, national origin, religion, disability, marital or veteran status, genetic information, 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.



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

Dated: July 29, 2014