



U N I V E R S I T Y O F  
**SOUTH CAROLINA.**  
U P S T A T E

To: USC Upstate Colleagues

From: John C. Stockwell  
Chancellor

A handwritten signature in black ink, appearing to read "John C. Stockwell", written over the printed name and title.

Subject: Reaffirmation of USC Upstate Commitment to Diversity and Equal Opportunity

Date: October, 2007

USC Upstate is firmly committed to equal employment opportunity for all people and will continually use its resources to recruit and employ a highly qualified, diverse workforce. USC Upstate benefits immensely from a workforce that brings different perspectives and insights to the workplace. The University's commitment to quality, academic excellence, equal employment opportunity, equity and civility are central to the University's role as a leading metropolitan institution of higher learning.

Equal education and employment opportunity are integral to the USC Upstate mission. The University is also deeply committed to maintaining an environment that respects and values the contributions of all its members and provides equal opportunity and affirmative action in education and employment for all qualified persons regardless of race, color, religion, sex, national origin, age, disability, sexual orientation or veteran status. All faculty, staff and students are expected to help promote a civil and just university environment.

I am responsible for the implementation of and compliance with the Affirmative Action Policy. In addition, all of us who participate in employment decisions are responsible for striving to employ a diverse workforce within our department, division or program. It is the University's intention as required by law 1) to employ and advance qualified veterans and persons with disabilities, and 2) to maintain a work and educational environment free of harassment and generally supportive of all people. I am proud to announce this year that a number of campus officials have participated in a diversity training program offered by the National Coalition Building Institute. NCBI has successfully trained individuals all over the world to develop diversity leadership training opportunities. We now have a team of individuals prepared to offer this training on the USC Upstate campus.

If you have any questions concerning the University's commitment to diversity, the institution's Diversity Action Plan, Affirmative Action goals or the NCBI training, please contact Leon Wiles, Vice Chancellor for Student and Diversity Affairs at 503-5194 or Sharon Woods, Director of Employee Relations and Equal Opportunity at (864) 503-9889. You may also review the USC system equal opportunity and harassment policies, EOP Policies 1.00 through 1.04 on the University website (<http://www.sc.edu/eop/policies.html>).

Thank you for your continued cooperation.