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Dr. M.W. Scoggins  
President

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**To:** The Mines' Campus Community  
**From:** M. W. Scoggins, President   
**Date:** September 1, 2013  
**Re:** Equal Employment Opportunity Policy

It is the ongoing policy of Colorado School of Mines to provide equal opportunity in employment to all employees and applicants. No person shall be discriminated against in any condition of employment because of race, color, national origin, sex, religion, age, genetic information, disability, veteran status, sexual orientation, or any other status protected by applicable law. The policy of equal employment opportunity (EEO) applies to all terms, conditions, and privileges of employment, including hiring, probation, testing, training and development, promotion, transfer, compensation, benefits, educational assistance, termination, layoffs, social and recreational programs, and retirement.

Colorado School of Mines is committed to making employment decisions based on valid requirements, without regard to race, color, national origin, sex, religion, age, genetic information, disability, veteran status, sexual orientation, or any other status protected by applicable law. Colorado School of Mines will analyze its personnel actions rigorously to ensure compliance with this policy.

Colorado School of Mines' EEO Coordinator is Michael Dougherty, Associate Vice President for Human Resources. He is responsible for compliance with state and federal EEO laws and affirmative action regulations and is also responsible for implementing the Colorado School of Mines' Affirmative Action Plan (AAP), including equal employment practices, monitoring, and internal reporting. If you believe you have not been treated in accordance with this policy, please contact him.

Our AAPs, including the plans for Veterans and the Disabled, are available to you in Arthur Lakes Library during regular office hours or by appointment in the Human Resources Office. All employees and applicants for employment are protected by both School policy and equal employment opportunity/affirmative action regulations and law from coercion, intimidation, interference, retaliation or discrimination for filing a complaint or assisting in an investigation.

I personally endorse the policy of equal employment opportunity. I ask your continued assistance and support in maintaining an environment that reflects Colorado School of Mines' commitment to equal opportunity and affirmative action. All personnel with responsibility for employment and personnel decisions are directed to perform their duties in accordance with this policy.

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