



## EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

### To: Applicants and Employees

It has been a long-standing policy of PSI to employ and promote qualified personnel without discrimination against any employee or applicant for employment because of race, color, religion, national origin, sex, age, physical and/or mental disability, citizenship status, marital status, sexual orientation, gender identity, pregnancy, protected veteran status, or any other characteristic protected by law. It is also the policy of PSI to take affirmative action to employ and to advance in employment, all persons regardless of their race, color, religion, national origin, sex, age, physical and/or mental disability, citizenship status, marital status, sexual orientation, gender identity, pregnancy, protected veteran status, or any other characteristic protected by law. It is PSI's policy to base all employment decisions only on valid job requirements.

This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, and compensation at all levels of employment.

Employees and applicants of PSI will not be subject to harassment on the basis of race, color, religion, national origin, sex, age, physical and/or mental disability, citizenship status, marital status, sexual orientation, gender identity, pregnancy, protected veteran status, or any other characteristic protected by law. For information regarding PSI's internal policy for addressing complaints of harassment, please refer to the Nondiscrimination and Anti-Harassment Policy.

Employees and applicants will not be subjected to intimidation, threats, coercion, or discrimination because they have engaged in or may engage in filing a complaint; assisted or participated in an investigation, compliance evaluation, hearing, or any other activity related to the administration of Section 503, VEVRAA, Executive Order 11246, or any other federal, state or local law requiring equal opportunity for women, minorities, individuals with disabilities, or protected veterans. Employees and applicants will not be subjected to intimidation, threats, coercion, retaliation, or discrimination because they have opposed any act or practice made unlawful or exercised any other right protected by VEVRAA, Executive Order 11246 or any other federal, state, or local law requiring equal opportunity for women, minorities, individuals with disabilities, or protected veterans.

As CEO and Director of PSI, I am committed to these principles of affirmative action and equal employment opportunity.

In order to ensure the success of PSI's equal employment opportunity and affirmative action program throughout PSI, I assign overall responsibility for the implementation of affirmative action activities to Linda Rueger, PSI's Human Resources Specialist and Equal Employment Opportunity/Affirmative Action Administrator. One of Linda's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of PSI's programs.

In furtherance of PSI's policy regarding affirmative action and equal employment opportunity, PSI has developed a written affirmative action program which sets forth the policies, practices, and procedures that PSI is committed to in order to ensure that its policy of nondiscrimination and affirmative action for women, minorities, individuals with disabilities, and protected veterans is accomplished. This affirmative action program is available for inspection by any employee or applicant for employment on request, during normal business hours, by contacting Linda Rueger at 520-382-0594 or [HR@psi.edu](mailto:HR@psi.edu).

Mark V. Sykes, Ph.D., J.D.  
CEO and Director  
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