

## **COMPLIANCE WITH AFFIRMATIVE ACTION REGULATIONS FOR VIETNAM ERA AND DISABLED VETERANS**

---

The University of Massachusetts Dartmouth is committed to implementing EEO/AA for qualified Vietnam Era and disabled Veterans. UMass Dartmouth has developed a program which meets its obligations under Chapter 60, Part 60-250, and Section 402 of the Vietnam Era Veterans Readjustment Act of 1974.

To implement the Vietnam Era and disabled Veteran policy, UMass Dartmouth has designated the following procedures:

1. A discussion of the policy and plan as part of the management training available periodically for University supervisors and managers;
2. Applicants for employment are encouraged to voluntarily identify themselves as Vietnam-era or disabled Veterans;
3. Local and/or regional Veterans organizations are contacted as a recruitment source;
4. The policy is included in the orientation program for new employees. It is also included in updated personnel policy and benefits materials for existing employees;
5. The policy shall be included in nondiscrimination clauses as part of UMass Dartmouth's collective bargaining agreements; and
6. A copy of the policy statement shall be posted on the bulletin boards located in departments and common areas.