



TO: All University of South Carolina Employees

FROM: President Michael Amiridis

DATE: December 19, 2023

RE: Reaffirmation on Equal Opportunity and Affirmative Action

The University of South Carolina is committed to nondiscrimination and equal opportunity in its educational and employment activities. This commitment is integral to the university's mission and purpose; as such, the university does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender, gender identity, pregnancy, national origin, ethnicity, age, disability, veteran status, genetic information or other characteristics protected under applicable federal or state law as outlined in our [Policy Against Discrimination, Harassment & Sexual Misconduct](#).

Pursuant to federal and state law, the university supports affirmative action and has established a goal that the proportion of qualified minority and female employees should equal their representation in the relevant labor markets for faculty, administrative, professional and nonacademic positions. The university will further take affirmative action to employ and advance in employment qualified protected veterans and individuals with disabilities in order to meet federally established benchmarks.

Ultimate responsibility for implementing and monitoring the affirmative action plans of the university rests with the president; however, each employee plays a vital part in maintaining a bias-free university environment. In November 2022, the university revised the [Equal Opportunity and Affirmative](#)

**Action Policy.** All administrators and supervisors who make employment decisions are responsible for ensuring equal opportunity and for meeting affirmative action goals within their areas of responsibility. The university will continue to make information available and add education opportunities on this topic.

Questions concerning the university's equal opportunity, nondiscrimination or affirmative action plans should be directed to:

Molly Peirano, Associate Vice President for Civil Rights & Title IX  
or Pam Lawson, Affirmative Action Specialist

Office of Civil Rights and Title IX  
(803) 777-3854  
civilrights@mailbox.sc.edu

Thank you for your support of this commitment, which helps us realize our mission.