

**AFFIRMATIVE ACTION
POLICY STATEMENT**

The position of Gannon University regarding equal employment opportunity has been previously stated and is hereby reaffirmed as follows:

It is the policy of Gannon University to affirmatively implement equal opportunity to all qualified applicants and existing employees. In administering its affairs the University shall not discriminate against any person on any basis prohibited by law. All aspects of employment including recruitment, selection, hiring, training, transfer, promotion, termination, compensation, and benefits conform to this policy.

Procedures have been developed and implemented to ensure that good faith efforts are made to provide equal employment opportunity to every employee and qualified potential employee, and to formalize and reaffirm Gannon's commitment to equal opportunity employment.

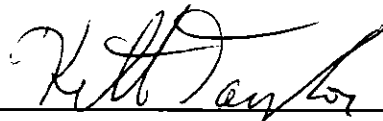
Gannon's objectives are to establish realistic goals and implement programs to actively recruit, promote, and provide career opportunities for qualified minorities, women, individuals with disabilities, and Vietnam era veterans. Gannon has developed internal audit procedures to monitor the development, implementation, and progress of our objectives. Our overall goal is to recruit, hire, and maintain a culturally diverse workforce that can achieve its fullest potential.

The faculty and staff of Gannon University are expected to treat each other and students with the respect each person deserves and to avoid any conduct that could be construed as discriminatory.

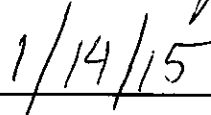
Any faculty or staff member with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their dean, director, a harassment prevention officer, or the Human Resources Department.

Gannon University does not discriminate on the basis of sex in its education programs and activities.

Inquiries concerning the application of Title IX are to be referred to the Gannon University Title IX Coordinator, Robert J. Cline, Director of Human Resources; Student Services Building, 109 University Square, Erie, PA 16541-0001; 814-871-5615; cline001@gannon.edu.



Dr. Keith Taylor, President



Date