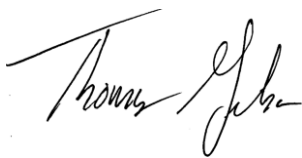


Equal Employment Opportunity Policy

It is the policy of the University of Wisconsin-Milwaukee to provide equal employment opportunity to all individuals regardless of race, color, creed, religion, sex, gender identity or expression, sexual orientation, age, national origin, ancestry, disability, marital status, pregnancy, political affiliation, arrest or conviction record, protected veteran status, military service, use of lawful products off the premises during nonworking hours, genetic information, or any other status protected under applicable law or policy. Discrimination or harassment based on any protected status, including sexual harassment and sexual violence, is illegal and will not be tolerated. UWM prohibits retaliation against any employee or prospective employee because the individual filed a complaint, assisted or participated in an investigation, or opposed any discriminatory employment practice prohibited by law or UWM policy. UWM's Discriminatory Conduct and Consensual Relationships Policy and UWM's Sexual Harassment and Sexual Violence Policy are available on the Office of Equal Opportunity & Civil Rights' website at <https://uwm.edu/equal-opportunity-civil-rights>.

UWM will provide an accessible work environment and reasonable accommodations to qualified individuals with disabilities and reasonable accommodations for religious observances and practices. Equal opportunity principles will guide all employment practices, including, but not limited to, recruiting, interviewing, hiring, transfers, promotions, training, compensation, benefits, layoffs, terminations, retention and testing. As chancellor, I assume overall responsibility for the success of UWM's EEO program, but university administrators and supervisors are responsible and accountable for implementation. Authority for monitoring the EEO program is delegated to UWM's Office of Equal Opportunity & Civil Rights and inquiries concerning the application of this policy may be referred to that office.

As chancellor of UWM, I call upon each individual associated with the university to join me in pledging a commitment to build and maintain a campus environment free of harassment and discrimination, and an environment that fosters mutual respect, recognizes the dignity and worth of all people and promotes, to the fullest, equal employment opportunity.

A handwritten signature in black ink, appearing to read "Thomas Gibson". The signature is fluid and cursive, with the first name "Thomas" written in a larger, more prominent script than the last name "Gibson".

Thomas Gibson, Ed.D., Chancellor
University of Wisconsin-Milwaukee
August 26, 2025