



UNIVERSITY OF SOUTH ALABAMA

January 3, 2019

National Institutes of Health
Division of Biomedical Research Workforce
Office of Extramural Research

Dear Sir or Madam;

The University of South Alabama is an EO/AA employer and complies with all applicable laws (<https://www.southalabama.edu/departments/financialaffairs/hr/resources/discriminationharassmentpolicy72412.pdf>) prohibiting discrimination, including, as applicable, Titles VI and VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, Executive Order 11246, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Vietnam Era Veterans Adjustment Assistance Act, the Age Discrimination Act of 1975, the Americans with Disabilities Act of 1990, the ADA Amendments Act of 2008, and the Genetic Information Nondiscrimination Act of 2008. Consistent with federal and state law, the University prohibits unlawful discrimination on the basis of race, color, national origin, sex, pregnancy, sexual orientation, gender identity, gender expression, religion, age, genetic information, disability, protected veteran status or any other applicable legally protected basis in admission or access to, or treatment of employment in its programs and services. Further, no otherwise qualified person with a disability, solely on the basis of such disability, will be excluded from participation in, be denied the benefits of, or be subjected to discrimination in the administration of any educational program or activity, including admission or access thereto, or in treatment of employment therein by the University of South Alabama.

A complaint relating to discrimination, or harassment based on any protected status, as defined by University policy, or retaliation related to such a complaint may be filed with EEO investigator, the Assistant Vice President, Human Resources or the Division Head. A complaint related to sexual harassment or sexual violence (<https://www.southalabama.edu/departments/studentaffairs/titlenine/>) may be filed with the Title IX Coordinator.

The University provides training on discrimination and harassment policies for faculty, staff, and students. All complaints will be given thorough consideration and appropriate action will be taken, including interim measures when deemed necessary. Where it is determined that disciplinary action or other administrative actions must be taken against a person who also serves as a Principal Investigator and/or Co-Principal investigator on an NIH award the Human Resources Office or the Title IX Coordinator's office will report such actions to the Office of Research Compliance and Assurance, who will make any required notifications to the HHS Office of Civil Rights.

The University of South Alabama is committed to establishing and maintaining an environment without harassment and discrimination.

Sincerely,

A handwritten signature in black ink that reads "Lynne Chronister". The signature is written in a cursive style with a large initial "L".

Lynne Chronister
Vice President for Research and Economic Development