

**To:** All USC Upstate Employees

**From:** Bennie L. Harris, Chancellor



**Subject:** Reaffirmation of USC Upstate Commitment to Diversity and Equal Opportunity

**Date:** September 10, 2021

**As we move into the new semester, I would like to share USC Upstate's Commitment to Diversity and Equal Opportunity. Additionally, we are attaching a new legislative proviso that addresses the definition of anti-Semitism, a document that was shared widely by the South Carolina Commission on Higher Education. Thank you for your attention to this important message:**

USC Upstate is firmly committed to equal employment opportunity for all people and will continually use our resources to recruit and employ a highly qualified, diverse workforce. USC Upstate benefits immensely from a workforce that brings different perspectives and insights to the workplace. The University's commitment to quality, academic excellence, equal employment opportunity, equity, and civility are central to the University's role as a leading metropolitan university.

Equal education and employment opportunities are integral to the USC Upstate mission. The University is deeply committed to maintaining an environment that respects and values the contributions of all its members and provides equal opportunity and affirmative action in education and employment for all qualified persons regardless of race, color, religion, sex, national origin, age, disability, genetics, sexual orientation, or veteran status. All faculty, staff and students are expected to promote a civil and just university environment.

I am responsible for the implementation of and compliance with the Affirmative Action Policy, and all of us who participate in employment decisions are responsible for employing a diverse workforce within our department, division or program. We will meet and exceed our legal requirements: 1) to employ and advance qualified veterans and persons with disabilities and 2) maintain a work and educational environment free of harassment and generally supportive of all people.

If you have any questions concerning the University's unlawful discrimination policies and complaint procedures or our commitment to equal opportunity and the promotion of

equitable, accessible and inclusive learning and working environments, please contact Sarah Gildersleeve, Deputy Equal Opportunity and Title IX Coordinator at USC Upstate.

If you have questions regarding the University's compliance with federal and state AA/EO reporting requirements with regards to workforce/job group analysis, job classification, employee underutilization and the Affirmative Action Plan (AAP) for the USC System, please contact Dagmara Bruce, Director of Human Resources in the USC Upstate Office of Human Resources.

All members of the campus community are reminded to refer to equal opportunity policies which reference federal and state civil rights laws such as Titles VI and VII of the Civil Rights Act, Title IX of the Education Amendments, the Americans with Disabilities Act, and the Age Discrimination in Employment Act. You may review the USC system equal opportunity policies, EOP Policies 1.00 through 1.03 on the USC system website (<http://www.sc.edu/eop/policies.html>).

Thank you for your continued cooperation.

**University of South Carolina Upstate**  
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***Up is where we live.***