

## UNIVERSITY OF MASSACHUSETTS LOWELL

### **Guidelines on Equal Opportunity for Veterans**

The University of Massachusetts Lowell (UMass Lowell) takes affirmative action to employ and advance in employment qualified disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans, and Armed Forces service medal veterans. Pursuant to the Vietnam Era Veterans' Readjustment Assistance Act, amended (VEVRAA), veterans are encouraged to voluntarily self-identify, both as applicants and after offered employment, so that UMass Lowell may measure its outreach and recruitment success against a national benchmark.

UMass Lowell recruits, hires, trains and promotes persons in all job categories and will administer all personnel actions in such a way that veterans are not denied employment opportunities as a result of their veteran status. This protection includes those employees who have applied to or are required to perform uniformed military service. The University maintains an Affirmative Action Plan which includes regularly posting positions with the appropriate local employment service offices. This affirmative action program is subject to an internal audit and reporting system. UMass Lowell's contractors are also prohibited from discrimination against qualified protected veterans, and are required to take affirmative action to employ and advance in employment qualified protected veterans.

Qualifying veterans including Reserve and National Guard members may return to work at UMass Lowell after concluding their military service with appropriate healthcare and pension benefits. Veterans are eligible for certain pension buy-back provisions for their active service. Qualifying veterans who work for over three years at the University may be eligible for additional employment protections. Reserve and National Guard members may be granted limited leaves from employment for training. Also, Reserve and National Guard members who actively served after September 11, 2001 may be entitled to compensation provisions.

Beginning in the Fall of 2014, employees and applicants will be provided with a standardized form by which they may voluntarily self-identify veteran status. In the meanwhile, applicants and employees are invited, at the point of application and any time afterward, to voluntarily specify their veteran status, and, if recently separated, the date of discharge, by emailing HRDataTeam@uml.edu. A decision to not self-identify this information will not subject applicants or employees to any adverse action. This information will not be used in a manner inconsistent with the regulations and laws below and will be kept confidential, except as necessary for disabled veterans as follows: (1) supervisors and administrators may be informed regarding necessary accommodations and (2) first-aid personnel may be informed, to the extent

appropriate, if the condition might require emergency treatment. Disabled veteran employees are encouraged to provide input to the UMass Lowell regarding any requests for accommodation and proper placement.

Discrimination is prohibited against employees and applicants based on any veteran status or reserve status. Also, retaliation on the basis of any veteran status is prohibited. Retaliation includes harassment, intimidation, threats, coercion or discrimination because of raising a concern or filing a complaint; assisting or participating in an investigation, compliance evaluation, hearing or any other activity related to the affirmative action provisions of VEVRAA and other regulations listed above; opposing any act or practice made unlawful by these regulations; or exercising any other right protected by VEVRAA, 41 CFR 60-300. Additional information is available at [www.uml.edu/equal/equal\\_opportunity/veterans.html](http://www.uml.edu/equal/equal_opportunity/veterans.html). Faculty and staff who have questions or concerns regarding this policy should contact:

Equal Opportunity & Outreach  
University of Massachusetts Lowell  
Wannalancit, 3<sup>rd</sup> Floor  
600 Suffolk Street, Lowell, MA 01854  
978-934-3565

These provisions are in compliance with 41 CFR 60-300; Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 (VEVRAA); Uniformed Services Employment and Reemployment Rights Act, 38 CFR 43 (USERRA); MGL ch. 32, s. 4 (h); MGL ch. 33 s. 59-59A; MGL ch. 149, s. 52A; MGL ch. 151B s. 4; and MA Session Laws Acts of 2005, Ch. 77.

The Director of Equal Opportunity and Outreach is responsible for implementation of the affirmative action program. The UMass Lowell Affirmative Action Plan is available for inspection from 9 a.m. to 4 p.m. weekdays in Equal Opportunity and Outreach, 600 Suffolk Street, Wannalancit Mills, 3rd Floor, Lowell, MA.

Approved August 2014  
cio