

Policy Title:	Disabled Veterans, Vietnam Era Veterans and Disabled Persons
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Governing Body:	Southern Oregon University	Policy Number:	FAD.022
Policy Contact:	Director of Human Resources	Date Revised:	July 2020
Custodial Office:	Finance and Administration	Date Approved:	July 14, 2020
Approved By:	President	Next Review:	July 2023
Related Policy:	Equal Opportunity, Harassment, and Sexual Misconduct Policy (GEN.009)		

Revision History

Revision Number:	Change:	Date:
	Initial version	September 2008
1	Definitions added; policy updated	July 2020

A. Purpose

The purpose of this policy is to officially and publicly state Southern Oregon University’s commitment to Affirmative Action in the employment and advancement in employment of disabled veterans; recently separated veterans; active duty wartime or campaign badge veterans; armed forces service medal veterans and individuals with disabilities.

B. Definitions

Disabled Veteran – A veteran of the U.S. military, ground, naval or air service who is entitled to compensation) or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or who was discharged or released from active duty because of a service-connected disability.

Recently Separated Veteran – Any veteran during the three-year period beginning on the date of such veteran’s discharge or release from active duty in the U.S. Military, ground, naval or air service.

Active Duty Wartime or Campaign Badge Veteran – A veteran who served on active duty in the U.S. military, ground, naval or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.

Armed Forces Service Medal Veteran – A veteran who served on active duty in the U.S. Military, ground, naval or air service, participated in a United States military operation for which and Armed Forces service medal was awarded pursuant to Executive Order 12985.

Individual with a Disability – A person with a physical or mental impairment or medical condition that substantially limits a major life activity, or if they have a history or record of such an impairment or medical condition.

C. Policy Statement

Southern Oregon University is subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 (VEVRA), which requires government contractors to take affirmative action to employ and advance in employment: (1) disabled veterans; (2) recently separated veterans; (3) active duty wartime or campaign badge veterans; and (4) Armed Forces service medal veterans.

Under the American's with Disabilities Act of 1990 (ADA), as amended in 2008 and section 503 of the Rehabilitation Act of 1973, as amended, Southern Oregon university is required to provide reasonable accommodations to qualified individuals with disabilities.

As a recipient of federal funds, Southern Oregon University does not discriminate against individuals with disabilities in employment, and takes affirmative action to recruit, hire, promote, and retain persons with disabilities. Federal law requires employers to provide reasonable accommodation to qualified individuals with disabilities.

If you are an individual covered under the Vietnam Era Veterans' Readjustment Assistance Act of 1974 as amended by the Jobs for Veterans Act of 2003, or if you are an individual with a disability and would like to be considered under the Affirmative Action Program or are in need to reasonable accommodation to perform the essential functions of your job, or need accommodation in the application or hiring process, please inform Human Resource Services at 541-552-8553 or via email hrs@sou.edu.

This information is voluntary and refusal to provide it will not subject individuals to adverse action, discharge or disciplinary treatment. Information obtained concerning individuals shall be kept confidential, except that (1) supervisors and management may be informed regarding restrictions on the work or duties regarding necessary accommodations; (2) first aid and safety personnel may be informed when and to the extent appropriate, if the condition may require emergency treatment; and (3) government officials investigating compliance with the Act shall be informed.

This policy may be revised at any time without notice. All revisions supersede prior policy and are effective immediately upon approval.

D. Policy Consultation

Veterans Resource Center Coordinator and Policy Council. Policy was posted on May 15, 2020 for community comment.

The Policy Contact, defined above, will write and maintain the procedures related to this policy and these procedures will be made available within the Custodial Office.