



Equal Employment Opportunity (“EEO”) Policy and Diversity Statement

University of Phoenix is an equal opportunity employer, and we are committed to providing a workplace and learning environment that is free from discrimination. As such, the University will not discriminate against any employee or applicant for employment on the basis of race, color, religion, creed, sex, pregnancy (including lactation, childbirth, and related medical conditions), sexual orientation, gender, gender identity or expression, familial or marital status, age (40 or older), physical or mental disability, medical condition (defined for purposes of this policy as any health impairment related to a diagnosis, record, or history of cancer), genetic information (including testing and characteristics), national origin, ancestry, ethnicity, citizenship, military or veteran status, or any other status or characteristic protected by applicable federal, state, or local law.

This policy applies to all aspects, terms, and conditions of employment including, but not limited to, recruiting, hiring, placement, training, educational assistance, transfer, promotion, leaves of absence, performance assessment, rate of pay or other forms of compensation and benefits, corrective action, and termination. All employment related decisions are based entirely on an individual's qualifications, including, where applicable, education, training, experience, performance, and other necessary requirements.

The University is committed to and greatly values the diversity of its workforce and student body and strives to maintain a united environment embodying the principles of mutual respect and acceptance for everyone. Our goal is to create a climate of innovation, opportunity, and success that benefits from the perspectives, professionalism, and diversity of our workforce and student body.

We encourage any employee who believes that a violation of this policy has occurred to contact either their manager, their HR Business Partner (HRBP), or the University's Ethics Helpline which is available 24 hours a day, 7 days a week, at 888-310-9569 or www.uopxhelpline.com.