As of March 24, 2014, U.S. Department of Labor’s Office of Federal Contract Compliance Programs has implemented changes to Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veterans’ Readjustment Assistance Act (VEVRAA) which prohibits discrimination against individuals with disabilities (IWDs) and protected veterans. To adhere to the federal/state regulations and University policy, all position announcements must use one of the following statements depending on if it is electronic or print. Please be advised of the following:

**Electronic position announcements:**

All electronic position announcements must contain one of the combined affirmative action/equal opportunity, "legal authority to work" and freedom of information act statements. Please use one of the variations below:

The University of Arkansas is an equal opportunity, affirmative action institution. The University welcomes applications without regard to age, race, gender (including pregnancy), national origin, disability, religion, marital or parental status, protected veteran status, military service, genetic information or sexual orientation. Persons must have proof of legal authority to work in the United States on the first day of employment. All applicant information is subject to public disclosure under the Arkansas Freedom of Information Act.

The University of Arkansas is an Affirmative Action/Equal Opportunity Employer. The University welcomes applications without regard to age, race, gender (including pregnancy), national origin, disability, religion, marital or parental status, protected veteran status, military service, genetic information or sexual orientation. Persons must have proof of legal authority to work in the United States on the first day of employment. All applicant information is subject to public disclosure under the Arkansas Freedom of Information Act.

The University of Arkansas is an equal opportunity institution committed to achieving diversity in its faculty. Therefore, the University is especially interested in applications from qualified candidates who would contribute to the diversity of our academic departments. The University welcomes applications without regard to age, race, gender (including pregnancy), national origin, disability, religion, marital or parental status, protected veteran status, military service, genetic information or sexual orientation. All listings and applicant information is subject to public disclosure under the Arkansas Freedom of Information Act and persons must have proof of legal authority to work in the United States on the first day of employment.

The University of Arkansas is an Affirmative Action/EOE institution committed to achieving diversity in its faculty and staff. We encourage applications from all qualified candidates, especially individuals who contribute to diversity of our campus community. The University welcomes applications without regard to age, race, gender (including pregnancy), national origin, disability, religion, marital or parental status, protected veteran status, military service, genetic information or sexual orientation. All applicant information is subject to public disclosure under
the Arkansas Freedom of Information Act and persons must have proof of legal authority to work in the United States on the first day of employment.

The University of Arkansas is an equal opportunity, affirmative action institution. The University welcomes applications without regard to age, race, gender (including pregnancy), national origin, disability, religion, marital or parental status, protected veteran status, military service, genetic information or sexual orientation. The University is especially interested in applications from qualified candidates who would contribute to the diversity of all program areas. The University of Arkansas also has a commitment to be responsive to the needs of dual career couples. For additional information, visit the Human Resources website: http://hr.uark.edu. All applicant information is subject to public disclosure under the Arkansas Freedom of Information Act and persons must have proof of legal authority to work in the United States on the first day of employment.

**Print position announcements:**

All printed position announcements may contain one of the aforementioned statements or at least one of the following statements:

The UA is AA/EO Employer/Veterans/Disabled.

The UA is AA/EO Institution/Veterans/Disabled.

AA/EO Institution/Veterans/Disabled.

AA/EO Employer/Veterans/Disabled.