

**EQUAL EMPLOYMENT OPPORTUNITY AND**  
**AFFIRMATIVE ACTION POLICY STATEMENT**

**To: All Employees and Applicants of Lyon College**

It has been and continues to be Lyon College's policy to operate as an equal opportunity/affirmative action employer in accordance with law. It is the continuing policy of Lyon College to provide employment, training, compensation levels, transfer or promotion opportunities, and all other terms of employment without regard to sex, race, color, religion (except in cases in which such is a BFOQ), national origin, age, qualified disability, disabled veteran status, or Vietnam era veteran status.

At Lyon College, all terms and conditions of employment are and will continue to be established on the basis of the individual's qualifications and ability to perform the job.

This policy applies to all areas of employment and to all policies and procedures affecting recruitment, hiring, promotion, transfer, termination, layoff, recall, compensation, benefits, and other programs in accordance with applicable federal and state laws. All employees are expected to assist in the implementation of Lyon's affirmative action program.

Clarinda Foote, Director of Human Resources, has been designated the Equal Employment Opportunity and Affirmative Action Officer and will be responsible for communicating and implementing this policy. All questions and concerns related to this policy should be addressed to Ms. Foote (870-307-7000).

Clarinda Foote  
Director of Human Resources