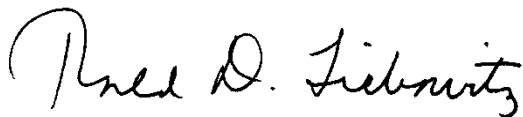


POLICY STATEMENT
41 C.F.R. §§ 60-250.44(a); 60-300.44(a); 60-741.44(a)

It is the policy of Middlebury College and my personal commitment that equal employment opportunity be provided in the employment and advancement of covered veterans and persons with disabilities at all levels of employment, including the executive level. Middlebury College does not and will not discriminate against any applicant or employee because he or she is a covered veteran or because of a physical or mental disability in regard to any position for which the applicant or employee is qualified. In addition, Middlebury College is committed to a policy of taking affirmative action to employ and advance in employment qualified covered veterans and individuals with disabilities. Such affirmative action shall apply to all employment practices, including, but not limited to hiring, upgrading, demotion or transfer, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship and on-the-job training. Decisions related to personnel policies and practices shall be made on the basis of an individual's capacity to perform a particular job and the feasibility of any necessary job accommodation. Middlebury College will make every effort to provide reasonable accommodations to any physical and mental limitations of individuals with disabilities and to disabled veterans.

Our obligations in this area stem from not only adherence to various state and federal regulations, but also from our commitment as an employer in this community to provide job opportunities to covered veterans and persons with disabilities.

If you have any questions regarding our equal employment opportunity, harassment policies or the complaint procedure, you may contact Human Resources. Parts of the Affirmative Action Plan may be reviewed, as appropriate, by making an appointment with a Human Resources representative.



(Signature)

Ronald D. Liebowitz
President

October 16, 2012