

APPLICATION FOR EMPLOYMENT



Return To:
Employee Services • PO Box 190 • Indiana, PA 15701

Prospective employees will receive consideration without regard to race religion, color, sex, age, national origin, genetic information, mental or physical disability or veteran status.

PERSONAL INFORMATION			
Last Name:	First:	Middle:	Date:
Address:			Home Telephone:
City:	State:	Zip:	Business Telephone:
County:	Email Address:		Cell Phone:
Position Desired: <input type="checkbox"/> Teller/Retail/Sales <input type="checkbox"/> Departmental <input type="checkbox"/> Other _____			Social Security #:
I am available for: Full-Time <input type="checkbox"/> Yes <input type="checkbox"/> No Internship <input type="checkbox"/> Yes <input type="checkbox"/> No Part-Time <input type="checkbox"/> Yes <input type="checkbox"/> No Summer Work <input type="checkbox"/> Yes <input type="checkbox"/> No			Salary Expectations:
Days and Hours Available: (apart from absence for religious observation) <input type="checkbox"/> Sunday _____ <input type="checkbox"/> Wednesday _____ <input type="checkbox"/> Saturday _____ <input type="checkbox"/> Monday _____ <input type="checkbox"/> Thursday _____ <input type="checkbox"/> Tuesday _____ <input type="checkbox"/> Friday _____			Did you serve in the U.S. Armed Forces? <input type="checkbox"/> Yes <input type="checkbox"/> No
How did you hear about employment opportunities at S&T Bank? <input type="checkbox"/> Career/Job Fair: _____ <input type="checkbox"/> Employment/Job Center: _____ <input type="checkbox"/> Career Website: _____ <input type="checkbox"/> Newspaper Ad: _____ <input type="checkbox"/> Employee Referral: _____ <input type="checkbox"/> S&T Branch: _____ <input type="checkbox"/> Other: _____			Are you legally eligible for employment in the United States? <input type="checkbox"/> Yes <input type="checkbox"/> No
			When will you be available to begin work? Date: _____
<i>If applicable, please enclose a copy of your college transcript(s).</i>			

EDUCATION					
	School Name	Course of Study	Yrs. Completed	Did you Graduate?	Diploma or Degree
High School				<input type="checkbox"/> YES <input type="checkbox"/> NO	
Business/Trade/Technical				<input type="checkbox"/> YES <input type="checkbox"/> NO	
College				<input type="checkbox"/> YES <input type="checkbox"/> NO	
Graduate School				<input type="checkbox"/> YES <input type="checkbox"/> NO	

MEMBERSHIP IN PROFESSIONAL OR CIVIC ORGANIZATIONS
<i>(Exclude those which may disclose your race, color, religion, national origin or other protected status)</i>
OTHER JOB RELATED, MILITARY OR COMPUTER TRAINING

EMPLOYMENT (Please list last 3 Employers)

EMPLOYER #1

Company Name: _____ Name of Supervisor: _____ Employment Status: PT OR FT

Address: _____ Telephone Number: _____ Dates Employed: ____/____/____
thru ____/____/____

Job Title: _____ Current Salary: \$ _____ Reason for Leaving: _____

Briefly describe your job duties and responsibilities _____

EMPLOYER #2

Company Name: _____ Name of Supervisor: _____ Employment Status: PT OR FT

Address: _____ Telephone Number: _____ Dates Employed: ____/____/____
thru ____/____/____

Job Title: _____ Current Salary: \$ _____ Reason for Leaving: _____

Briefly describe your job duties and responsibilities _____

EMPLOYER #3

Company Name: _____ Name of Supervisor: _____ Employment Status: PT OR FT

Address: _____ Telephone Number: _____ Dates Employed: ____/____/____
thru ____/____/____

Job Title: _____ Current Salary: \$ _____ Reason for Leaving: _____

Briefly describe your job duties and responsibilities _____

PROFESSIONAL REFERENCES

Name	Title	Business	Telephone
1.			
2.			
3.			

NOTIFICATION AND AUTHORIZATION TO CONDUCT EMPLOYMENT BACKGROUND INVESTIGATION

Have you been convicted of a crime in the past ten years, excluding misdemeanors and summary offenses, which has not been annulled, expunged or sealed by a court? YES NO If "Yes", describe in full: _____

I certify that the information provided in this Application of Employment is true, correct, and complete. If employed, any misstatement of fact on this application may result in dismissal. I understand that acceptance of an offer of employment does not create a contractual obligation upon the employer to employ me in the future. I hereby authorize S&T Bank to investigate my background to determine any and all information of concern to my record, whether same is of record or not, and I release employers and persons named in my application from all liability for any damages on account of his/her furnishing said information. I understand that this form indicates that a background search will be conducted and that this is my notification of that intent. I understand that the purpose of this background investigation is to determine my suitability for employment. Additionally, S&T Bank is hereby authorized to make any investigation of my personal history, educational background, military record, motor vehicle records, criminal records and credit history through an investigative or credit agency or bureau of your choice. I authorize the release of this information by the appropriate agencies to the investigating service. This authorization, in original or copy form, shall be valid for this and all subsequent reports needed as it pertains to employment.

Date _____ Signature _____

JUSTIFACTS CREDENTIAL VERIFICATION, INC.

8085 Saltsburg Road, Suite 100, Pittsburgh, PA 15239

PHONE: (800) 356-6885 ~ FAX: (412) 798-4799

www.justifacts.com

Notification and Authorization to Conduct Employment Background Investigation

I hereby authorize Justifacts Credential Verification, Inc, an Agent for **S&T Bank** to investigate my background to determine any and all information of concern to my record, whether same is of record or not, and I release employers and persons named in my application from all liability for any damages on account of his/her furnishing said information. I understand that this form indicates that a background search will be conducted and that this is my notification of that intent. I understand that the purpose of this background investigation is to determine my suitability for employment and may elicit information on my character, general reputation, personal characteristics and mode of living.

Additionally, you are hereby authorized to make any investigation of my personal history, educational background, military record, motor vehicle records, criminal records and credit history through an investigative or credit agency or bureau of your choice. I authorize the release of this information by the appropriate agencies to the investigating service. This authorization, in original or copy form, shall be valid for this and all subsequent reports needed as it pertains to employment.

PLEASE PRINT CLEARLY

FULL NAME: _____

OTHER NAMES USED/MAIDEN NAME/DATES: _____

CURRENT ADDRESS: _____ PHONE: _____

LIST ALL ADDRESSES FOR PAST 7 YEARS: _____ DATES: _____

EMAIL ADDRESS: _____

SOCIAL SECURITY # _____ DATE OF BIRTH: _____

DRIVER'S LICENSE # _____ STATE ISSUED: _____ EXPIRATION DATE: _____

*** HAVE YOU EVER BEEN CONVICTED OF A CRIME? YES _____ NO _____

SIGNATURE: _____ DATE: _____

Notice to California Applicants

(You may omit minor traffic offenses, any convictions which have been sealed, expunged or statutorily eradicated, convictions more than two years old for the following marijuana related offenses: HS11357b&c, HS11360c, HS11364, HS11365, HS11550, and misdemeanors for which probation was completed and the case was judicially dismissed)

If yes, please explain: _____

Note: No applicant will be denied employment solely on the grounds of conviction of a crime. The nature of the offense, the date of the offense, the surrounding circumstances and the relevance of the offense to the position will be considered.

Under Section 1786.22 of the California Civil Code, you have the right to request from Justifacts, upon proper identification, the nature and substance of all information in its files on you, including the sources of information, and the recipients of any reports on you which Justifacts has previously furnished within the two-year period preceding your request. You may view the file maintained on you by Justifacts during normal business hours. You may also obtain a copy of this file upon submitting proper identification and paying the costs of duplication services. Upon making a written request, you may receive a summary of your report via telephone.

California, Minnesota & Oklahoma Applicants Only: Please check this box if you would like a copy of the background check mailed to you. Minnesota and Oklahoma applicants will receive a copy direct from Justifacts or its designee. California applicants may receive a copy from either the prospective employer or Justifacts.

NOTICE: Under federal law, you have the right to request disclosure of the nature and scope of our investigation by providing us with a written request within 60 days of our background investigation.

Subscriber certifies that consumer credit information, consumer reports, as defined by the Fair Credit Reporting Act, 15 U.S.C. 1681 at seq. ("FCRA"), will be ordered only when intended to be used as a factor in establishing a consumer's eligibility for employment and that consumer credit information will be used for no other purposes. It is recognized and understood that the FCRA provides that anyone "who knowingly and willfully obtains information on a consumer from a consumer reporting agency" (such as Justifacts) "under false pretenses shall be fined not more than \$5,000 or imprisoned not more than two years or both."
REV. 3/05

HIRE SUCCESS EMPLOYMENT TESTING SYSTEM PERSONALITY PROFILE FORM

Date: _____

Name: _____ Position: _____

E-Mail Address _____@_____ Telephone Number: _____

Below is a list of words. Enter a NUMBER in the Box that BEST describes your Personality, Characteristics and Traits AT WORK. Take your time and be as honest as possible.

- 1 = OFTEN Applies.
- 2 = In Between, but More Than Half the Time
- 3 = Applies About Half The Time
- 4 = In Between but Less Than Half the Time
- 5 = SELDOM APPLIES

Example: If the word describes you MOST of the time, choose 1. If it hardly EVER applies, choose 5. If it applies somewhere in between, choose 3. Use 2 and 4 to show emphasis in one direction or another.

Please be sure and fill in an answer for ALL of the words.

- | | | |
|-------------------------|-----------------------|-----------------------|
| 1 () Skeptical | 34 () Tolerant | 67 () Trusting |
| 2 () Firm | 35 () Decisive | 68 () Reliant |
| 3 () Inspiring | 36 () Good Listener | 69 () Fidgety |
| 4 () Sincere | 37 () Witty | 70 () Doubtful |
| 5 () Convincing | 38 () Outgoing | 71 () Low Keyed |
| 6 () Neat | 39 () Sympathetic | 72 () Callous |
| 7 () Easy Going | 40 () Curious | 73 () Carefree |
| 8 () Problem Solver | 41 () Spontaneous | 74 () Accepting |
| 9 () Persistent | 42 () Practical | 75 () Adventurous |
| 10 () Patient | 43 () Peace Maker | 76 () Hesitant |
| 11 () Sociable | 44 () Logical | 77 () Demanding |
| 12 () Promoter | 45 () Efficient | 78 () Meticulous |
| 13 () Analytical | 46 () Thoughtful | 79 () Believable |
| 14 () Accommodating | 47 () Confident | 80 () Sensitive |
| 15 () Influencing | 48 () Risk Taker | 81 () Self-Directed |
| 16 () Restless | 49 () Idealistic | 82 () Calculated |
| 17 () Unpredictable | 50 () Enjoys Change | 83 () Unstructured |
| 18 () Supportive | 51 () Accurate | 84 () Shy |
| 19 () Planner | 52 () Workaholic | 85 () Follows Rules |
| 20 () Cautious | 53 () Follow Through | 86 () Vigorous |
| 21 () Resourceful | 54 () Optimistic | 87 () Autonomous |
| 22 () Talkative | 55 () Outspoken | 88 () Eager |
| 23 () Loyal | 56 () Perfectionist | 89 () Restrained |
| 24 () Strong Willed | 57 () Stable | 90 () Forceful |
| 25 () Motivates Others | 58 () Energetic | 91 () Rigid |
| 26 () Adaptable | 59 () Competitive | 92 () Messy |
| 27 () Reserved | 60 () Diplomatic | 93 () Purposeful |
| 28 () Assertive | 61 () Compliant | 94 () Timid |
| 29 () Creative | 62 () Unforgiving | 95 () Unorganized |
| 30 () Consistent | 63 () Unsystematic | 96 () Guarded |
| 31 () Enthusiastic | 64 () Empathetic | 97 () Uncompromising |
| 32 () Detailed | 65 () Hasty | 98 () Tranquil |
| 33 () Independent | 66 () Indifferent | 99 () Deliberate |
| | | 100 () Impulsive |



Please check each location that interests you.

ALLEGHENY COUNTY

- East Oakmont**
2190 Hulton Road
Verona, PA 15147
- Haymaker**
4580 Broadway Boulevard
Monroeville, PA 15146
- Holiday Park**
2388 Route 286
Pittsburgh, PA 15239
- Holiday Park Drive-Up**
2320 Route 286
Pittsburgh, PA 15239
- Monroeville**
4385 Old William Penn Highway
Monroeville, PA 15146

- O'Hara Township**
1077 Freeport Road
Pittsburgh, PA 15238

- Penn Hills**
12262 Frankstown Road
Pittsburgh, PA 15235

- Plum**
7660 Saltsburg Road
Pittsburgh, PA 15239

- Shadyside**
820 South Aiken Avenue
Pittsburgh, PA 15232

- Squirrel Hill**
Financial Center
6306 Forbes Avenue
Pittsburgh, PA 15217

- Wexford**
12550 Perry Highway
Wexford, PA 15090

- White Oak**
2003 Lincoln Way
White Oak, PA 15131

- Unity**
301 Unity Center Road
Pittsburgh, PA 15239

ARMSTRONG COUNTY

- Ford City**
920 Fifth Avenue
Ford City, PA 16226

- Hilltop Plaza**
12 Hilltop Plaza
Kittanning, PA 16201

- Manor**
420 Armstrong Street
Ford City, PA 16226

BLAIR COUNTY

- Altoona Regional Banking Center**
1100 Logan Boulevard
Altoona, PA 16602

- Strawberry Meadows**
200 Patchway Road
Duncansville, PA 16635

BUTLER COUNTY

- Butler**
220 New Castle Road
Butler, PA 16001

CAMBRIA COUNTY

- Evergreen Insurance**
196 Industrial Park Drive
Ebensburg, PA 15931

CLARION COUNTY

- Clarion**
410 Main Street
Clarion, PA 16214
- New Bethlehem**
628 Broad Street
New Bethlehem, PA 16242

- White Pillars**
650 Main Street
Clarion, PA 16214

CLEARFIELD COUNTY

- DuBois Drive-Up**
35 West Scribner Avenue
DuBois, PA 15801

- DuBois Mall**
5522 Shaffer Road Suite 99
DuBois, PA 15801

- Liberty Boulevard**
614 Liberty Boulevard
DuBois, PA 15801

INDIANA COUNTY

- Armagh**
133 Philadelphia Street
Armagh, PA 15920

- Blairsville Station**
205 East Market Street
Blairsville, PA 15717

- Homer City**
34 North Main Street
Homer City, PA 15748

- Indian Springs**
2455 Route 286 South
Indiana, PA 15701

- Lucerne**
225 Lucerne Road
Lucernemines, PA 15754

- Main Office**
800 Philadelphia Street
Indiana, PA 15701

- North Fourth Street**
324 North Fourth Street
Indiana, PA 15701

- Resort Plaza**
111 Resort Plaza Drive
Blairsville, PA 15717

- Saltsburg**
602 Salt Street
Saltsburg, PA 15681

- Southtowne Plaza**
3100 Oakland Avenue
Indiana, PA 15701

- Training & Support Center**
355 North Fifth Street
Indiana, PA 15701

- Wayne Avenue**
1107 Wayne Avenue
Indiana, PA 15701

- Evergreen Insurance**
5th & Philadelphia Street
Indiana, PA 15701

JEFFERSON COUNTY

- Brockway**
456 Main Street
Brockway, PA 15824

- Brookville**
256 Main Street
Brookville, PA 15825

- Hampton Avenue**
232 Hampton Avenue
Punxsutawney, PA 15767

- Mahoning**
539 West Mahoning Street
Punxsutawney, PA 15767

- Reynoldsville**
418 Main Street
Reynoldsville, PA 15851

- Route 36**
209 Allegheny Boulevard
Brookville, PA 15825

WESTMORELAND COUNTY

- Allegheny Towne Center**
30 Towne Center Drive
Leechburg, PA 15656

- Delmont**
85 Greensburg Street
Delmont, PA 15626

- Derry**
100 South Chestnut Street
Derry, PA 15627

- Greensburg**
701 East Pittsburgh Street
Greensburg, PA 15601

- Irwin**
309 Main Street
Irwin, PA 15642

- Irwin Route 30**
9350 Lincoln Highway
Irwin, PA 15642

- Latrobe**
3884 Route 30 East
Latrobe, PA 15650

- Murrysville**
4251 Old William Penn Highway
Murrysville, PA 15668

- PA Commons**
20 North Pennsylvania Avenue
Greensburg, PA 15601

- Penn Township**
4021 Route 130
Irwin, PA 15642

- Youngwood**
100 South Fourth Street
Youngwood, PA 15697

AFFIRMATIVE ACTION INFORMATION FORM

QUALIFIED APPLICANTS ARE CONSIDERED WITHOUT REGARD TO RACE, COLOR, CREED, RELIGION, SEX, NATIONAL ORIGIN, AGE, MARITAL STATUS, OR PHYSICAL/MENTAL DISABILITY.

IN ORDER TO HELP US COMPLY WITH FEDERAL/STATE EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION RECORD KEEPING AND REPORTING REQUIREMENTS PLEASE, ANSWER THE QUESTIONS LISTED BELOW.

THIS INFORMATION WILL BE KEPT IN A CONFIDENTIAL FILE SEPARATE FROM THE EMPLOYMENT APPLICATION.

Date: _____

Name: (Print) _____
(LAST) (FIRST) (MIDDLE)

Address: _____
(STREET)

(CITY) (STATE) (ZIP CODE)

Position(s) Applied for: _____

- Race/Ethnic Group:
- American Indian/Alaskan Native**
A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.
 - Asian**
A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
 - Black or African American**
A person having origins in any of the black racial groups of Africa.
 - Hispanic or Latino**
A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
 - Native Hawaiian or Other Pacific Islander**
A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
 - White**
A person having origins in any of the original peoples of Europe, the Middle East or North Africa.
 - Two or more races**
All persons who identify with more than one of the above six races.
 - Other**

- Sex: Male
 Female

- Veteran Status: Vietnam Era Veteran (08/05/64 – 05/07/75) Yes No
1. A person who served on active duty of a period of more than 180 days, any part of which occurred during the Vietnam era, and was discharged or released therefrom with other than a dishonorable discharge; or was discharged or released from active duty for a service-connected disability if any part of such active duty was performed during the Vietnam era, and
 2. A person who was so discharged or released within 48 months preceding his application for employment covered under the Act.

- Disabled Veteran Yes No
- A person entitled to disability compensation under laws administered by the Veterans Administration for a disability rated at 30 percent or more, or rated at 10 to 20 percent in the case of a veteran who has been determined to have a serious employment handicap (section 1506 of Title 38); or a person who was discharged from active duty because of a service-connected disability.

- Disabled Vietnam Era Veteran (08/05/64 - 05/07/75) Both of the Above

- Do you have a physical or mental impairment that substantially limits one or more of your major life activities?
 Yes No

Equal Employment Opportunity is

THE LAW

Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Title VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color; religion, sex (including pregnancy), or national origin. Religious discrimination includes failing to reasonably accommodate and employee's religious practices where the accommodation does not impose undue hardship.

DISABILITY

Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship.

AGE

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

SEX (WAGES)

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

GENETICS

Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employer's acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of applicants, employees, or their family members; the manifestation of diseases or disorders in family members (family medical history); and requests for or receipt of genetic services by applicants, employees, or their family members.

RETALIATION

All of these Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in the discrimination proceeding, or otherwise opposes an unlawful employment practice.

WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

There are strict time limits for filing charges of employment discrimination. To preserve the ability of EEOC to act on your behalf and to protect your right to file a private lawsuit, should you ultimately need to, you should contact EEOC promptly when discrimination is suspected:

The U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY Number for individuals with hearing impairments). EEOC field office information is available at www.eeoc.gov or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC, including information about charge filing, is available at www.eeoc.gov.

Employers Holding Federal Contracts or Subcontracts

Applicants to and employees of companies with Federal government contract or subcontract are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

INDIVIDUALS WITH DISABILITIES

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.

DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND ARMED FORCES SERVICE MEDAL VETERANS

The Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits job discrimination and requires affirmative action to employ and advance in employment disabled veterans, recently separated veterans (within

three years of discharge or release from active duty), other protected veterans (veterans who served during a war or in a campaign or expedition for which a campaign badge has been authorized), and Armed Forces service medal veterans (veterans who, while on active duty, participated in a U.S. military operation for which an Armed Forces service medal was awarded).

RETALIATION

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination under these Federal laws.

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under the authorities above should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor, 200 Constitution Avenue, N.W. Washington, D.C. 20210, 1-800-397-6251 (toll-free) or (202)693-1337 (TTY). OFCCP may also be contacted by e-mail at OFCCP-Public@dol.gov, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor.

Programs or Activities Receiving Federal Financial Assistance

RACE, COLOR, NATIONAL ORIGIN, SEX

In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

INDIVIDUALS WITH DISABILITIES

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job.

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.