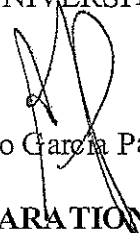


November 7, 2003

ALL UNIVERSITY EMPLOYEES


Antonio García Padilla

**DECLARATION OF POLICY CONCERNING AFFIRMATIVE ACTION
FOR THE EMPLOYMENT OF WOMEN**



The University of Puerto Rico is fully committed with the Policy of the Commonwealth of Puerto Rico against gender discrimination in all matters related to employment in our Institution.

This Policy has the objective of preventing discrimination based on gender in accordance with local and federal laws and regulations. The University will not allow any behavior from employees or officials which can result in discrimination.

In order to comply with this Policy and with Public Law No. 212, of August 3, 1999, the University of Puerto Rico will adopt an Affirmative Action Plan to guarantee equal employment opportunity for women. Our Institution will not discriminate on the basis of gender in any procedure or personnel decision that might affect the terms and conditions of employment such as recruitment, selection, compensation and fringe benefits, evaluation and employment opportunities for women.

We encourage all our employees and job applicants to support and comply with our Affirmative Action Plan and with the purpose of achieving Equal Employment Opportunities. All questions, suggestions, or complaints related to this Policy should be directed verbally or in writing to the Equal Employment/Affirmative Action Coordinator, Central Human Resources Office, University of Puerto Rico, South Botanical Garden, 1187 Flamboyán Street, San Juan, PR 00926-1117, or to the Chancellor's Office or the Affirmative Action Coordinator at each campus.

Concerns of complaints related with sexual harassment will be processed according to Circular Letter No. 95-06.

This letter will be posted on the bulletin boards or visible places in all administrative offices of our Institution.

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