

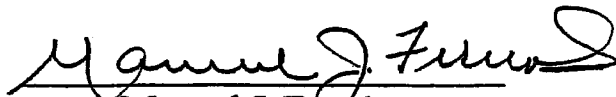


Inter American University of Puerto Rico
Office of the President

January 1, 2006

AFFIRMATIVE ACTION FOR DISABLED VETERANS
VETERANS OF THE VIETNAM ERA AND
OTHER COVERED VETERANS

Inter American University of Puerto Rico will not discriminate against any employee or applicant for employment because he or she is a disabled veteran, veteran of the Vietnam Era or veteran of any covered conflict in regard to any position for which the employee or applicant for employment is qualified. Inter American University of Puerto Rico agrees to take affirmative action to employ, advance in employment and otherwise treat qualified disabled veterans, veterans of the Vietnam Era and other covered veterans without discrimination based upon their disability or veterans status in all employment practices such as the following: advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship.


Manuel J. Ferrós
President



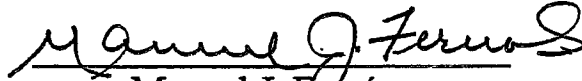
Inter American University of Puerto Rico
Office of the President

January 1, 2006

AFFIRMATIVE ACTION POLICY FOR THE DISABLED

It is the Policy of Inter American University of Puerto Rico to take Affirmative Action to employ and advance in employment qualified disabled individuals at all levels of employment, including the executive level. The Policy applies to all employment practices, including but not limited to hiring, upgrading, transfer, recruitment, advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training including apprenticeship.

The Human Resources Executive Director, has been designated as coordinator of the Affirmative Action activities. She will be assisted by all management in carrying out these responsibilities. Any employee or applicant for employment who wishes to be considered under this program or who has questions regarding our Affirmative Action Plan should contact Mrs. Maggie Colón Orellano, Equal Employment Opportunity Officer.


Manuel J. Fernós
President