

SALEM STATE UNIVERSITY

**POLICY STATEMENT ON AFFIRMATIVE
ACTION, NON-DISCRIMINATION
AND DIVERSITY**

EFFECTIVE JULY 1, 2007

IDENTIFICATION OF INSTITUTIONAL OFFICERS

**FOR PURPOSES OF THIS POLICY, CURRENT INSTITUTIONAL OFFICERS
ARE AS FOLLOWS:**

**MR. KEVIN S. DOUGWILLO, HUMAN RESOURCES & EQUAL
OPPORTUNITY**

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INTRODUCTION

Salem State University maintains and promotes a policy of non-discrimination on the basis of race, color, creed, religion, national origin, gender, age, disability, sexual orientation, gender identity, genetic information, marital status, and veteran status.

This policy incorporates by reference, and where applicable, the requirements of: Titles VI and VII of the Civil Rights Act of 1964; Title VI of the Civil Rights Act of 1968; Titles I and II of the Civil Rights Act of 1991; Title IX of the Education Amendments of 1972 and its regulations found at 34 C.F.R. part 106; Equal Pay Act of 1963; Civil Rights Restoration Act of 1988; Sections 503 and 504 of the Rehabilitation Act of 1973; Americans with Disabilities Act of 1990; Section 402 of the Vietnam-era Veterans Readjustment Act of 1974, Uniformed Services Employment and Reemployment Rights Act (USERRA); Age Discrimination Act of 1975; Age Discrimination in Employment Act of 1967, as amended; Family and Medical Leave Act of 1993; Federal Executive Order 11246 of 1965, as amended by Executive Order 11375 of 1967; Federal Executive Order 12900 of 1994; Federal Executive Order 13145 of 2000; Federal Executive Order 13160 of 2000; Federal Executive Order 13166 of 2000; Massachusetts Civil Rights Act; Massachusetts General Laws Chapters 151B, 151C, and Chapter 149; directives of the BHE, the Boards of Trustees of the State Universities and the Commonwealth of Massachusetts; and other applicable local, state and federal constitutions, statutes, regulations and executive orders.

Non-discrimination requires the elimination of all existing discriminatory conditions, whether purposeful or inadvertent. Salem State University is continuing to systematically examine all policies and procedures to be sure that they do not, if implemented as stated, operate to the detriment of any person on the basis of race, color, creed, religion, national origin, gender, sexual orientation, gender identity, genetic information, marital status, age, disability or veteran status. The University requires that the practices of those responsible in matters of employment and education, including all supervisors and faculty, are non-discriminatory. Should Salem State University discover discrimination in treatment or effect in any employment, educational or service decision, action, inaction or practice within the University, all appropriate, corrective and/or disciplinary actions shall be taken under the direction of the President of the University, subject to any applicable collective bargaining agreement or other policy or procedure of the University.

Salem State University is committed to a policy of affirmative action, equal opportunity, non-discrimination and diversity. The University is committed to providing a learning, working and living environment for students, employees and other members of the University Community which values the diverse backgrounds of all people. The University is committed to assuring that the “university experience” is one that challenges, empowers, supports and prepares its students to live in, work in, and value

our increasingly global and diverse world. The University believes that the diversity of socioeconomic, cultural, ethnic, racial and religious backgrounds of members of the University Community enriches the institution and its various constituencies. Salem State University will not tolerate behavior based on bigotry, which has the effect of discriminating unlawfully against any member of the University Community.

Salem State University provides equal access to educational, co-curricular and employment opportunities at the University for all applicants, students and employees regardless of race, color, creed, religion, national origin, gender, sexual orientation, gender identity, genetic information, marital status, age, disability or veteran status in compliance with all applicable laws, regulations and policies. All benefits, privileges and opportunities offered by the University are available to students, employees and other persons having dealings with the institution on a non-discriminatory basis within the framework of applicable laws, rules, regulations and collective bargaining agreements. The University is committed to taking a pro-active affirmative action posture with respect to the recruitment, selection and promotion of students and employees.

The purpose of the affirmative action component of this Policy is to establish a set of programmatic objectives that shall ensure that all individuals have an equal opportunity for enrollment and/or employment, without regard to race, color, creed, religion, gender, age, sexual orientation, gender identity, genetic information, national origin, disability, marital status, status as a Vietnam era or special disabled veteran. The intent of this Affirmative Action/Equal Opportunity/Diversity Policy is to responsibly recognize and, to whatever extent possible, resolve the effects of past societal discrimination and the impact which that discrimination has had, not only on the victims of such discrimination, but on the total academic, educational and societal system as well. It is not intended and should not be used to discriminate against any applicant, employee or student because of race, color, creed, religion, national origin, gender, sexual orientation, gender identity, genetic information, marital status, age, disability or veteran status. In response to this recognition, the University, through its Board of Trustees and President, fully endorses this policy and shall oversee and monitor its implementation under the auspices of the Director of Human Resources & Equal Opportunity and other assigned personnel.