

## **AFFIRMATIVE ACTION, NON-DISCRIMINATION AND DIVERSITY POLICY OF SALEM STATE COLLEGE**

Salem State College is committed to a policy of affirmative action, equal opportunity, non-discrimination and diversity. The College is committed to providing a learning, working and living environment for students, employees and other members of the College Community which values the diverse backgrounds of all people. The College is committed to assuring that the “college 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 College believes that the diversity of socioeconomic, cultural, ethnic, racial and religious backgrounds of members of the College Community enriches the institution and its various constituencies. Salem State College will not tolerate behavior based on bigotry, which has the effect of discriminating unlawfully against any member of the College Community.

Salem State College provides equal access to educational, co-curricular and employment opportunities at the College 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 College 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 College is committed to taking a pro-active affirmative action posture with respect to the recruitment, selection, and promotion of students and employees. The full text of this policy is available in the office of Human Resources and Equal Opportunity or at [www.salemstate.edu/hr/HR-policies-php](http://www.salemstate.edu/hr/HR-policies-php).