

3354:1-42-01 College policy on affirmative action, inclusive excellence and equal opportunity

(A) Commitments

The College embraces human diversity and is committed to affirmative action, inclusive excellence, and equal opportunity. The College is committed to eliminating discrimination and harassment in the workplace and academic environment. These commitments are moral imperatives consistent with an intellectual community that celebrates individual differences, diversity, and meaningful individual freedom to pursue professional and educational goals. In many circumstances, these commitments also represent legal requirements.

(B) Affirmative action and diversity

The College is committed to maintaining a diverse workforce as it continues to pursue the highest quality employees. It is the responsibility of every employee to foster a College environment that embraces human diversity and is committed to affirmative action and equal opportunity.

(C) Inclusive excellence

The fundamental premise of inclusive excellence is the intentional integration of diversity into the core aspects of the institution, including academic priorities, leadership, decision-making, day-to-day operations, and organizational cultures. The College is committed to diversity and inclusion and therefore seeks to focus on greater diversity, equity, inclusion, and accountability at every level.

(D) Any managerial or supervisory level employee who learns of a violation of this policy must immediately report the violation to the Office of Employee Relations.

(E) The College shall conduct regular training to encourage compliance with this policy.

(F) The President or the President's designee is hereby directed to take all steps necessary and appropriate for the implementation of this policy.

Effective date: January 28, 2021

Prior effective dates: December 15, 2005; June 20, 2008; July 8, 2011; March 30, 2017