

MASSACHUSETTS COLLEGE OF LIBERAL ARTS

POLICY STATEMENT ON AFFIRMATIVE ACTION, NON-DISCRIMINATION AND DIVERSITY

POLICY

1. The Board of Higher Education of the Commonwealth of Massachusetts is responsible, under Chapter 15A of the General Laws of the Commonwealth of Massachusetts, for the overall governance of the public higher education system, which includes the nine state colleges. The Board of Higher Education and the Board of Trustees of Massachusetts College of Liberal Arts maintain and promote a policy of non-discrimination on the basis of race, creed, religion, color, gender, sexual orientation, age, disability, veteran status, marital status and national origin. This policy incorporates by reference and where applicable, the requirements of Federal Executive Orders 11246 and 11375 as amended; and the Civil Rights Act of 1988; the Civil Rights Act of 1991; Title IX of the Higher Education Amendments of 1972 as amended; Sections 503 and 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990; Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974; and pertinent Laws, Regulations and Executive Orders; directives of the Board of Higher Education, the Board of Trustees of Massachusetts College of Liberal Arts and the Commonwealth of Massachusetts, and other applicable local, state and federal statutes.
2. Non-discrimination requires the elimination of all existing discriminatory conditions, whether purposeful or inadvertent. Massachusetts College of Liberal Arts shall systematically examine all policies and procedures to be sure that it does not, if implemented as stated, operate to the detriment of any person on the basis of race, creed, religion, color, gender, sexual orientation, age, disability, veteran status, marital status or national origin. The College shall require that the practices of those responsible in matters of employment and education, including all supervisors and faculty, are non-discriminatory. Should the College discover discrimination in treatment or effect in any employment, educational or service decision, action, inaction or practice within the College, all appropriate corrective and/or disciplinary actions shall be taken under the direction of the President of the College subject to any applicable collective bargaining agreement or other policy or procedure of the College.
3. Massachusetts College of Liberal Arts is committed to a policy of affirmative action, equal opportunity, non-discrimination and diversity. It is committed to providing a learning, working and living environment for the students, employees and other members of the College community. The College values the diverse backgrounds of all people. The College is committed to assuring that the "College Experience" is one which 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, racial, ethnic, religious, gender, sexual orientation, age and disability backgrounds of members of the College community enriches the institution and its various constituencies. The College will not tolerate behavior based in bigotry, which has the effect of discriminating unlawfully against any member of its community.
4. Massachusetts College of Liberal Arts provides equal access to educational, co-curricular and employment opportunities for all applicants, students and employees regardless of race, color, religion, gender, sexual orientation, national origin, age, disability or veteran status. The College is committed to taking a pro-active affirmative action posture with respect to their recruitment, selection and advancement of students and employees.

5. Massachusetts College of Liberal Arts' Affirmative Action Plan contains a set of programmatic objectives, which shall provide for the access and advancement of persons of color, women and persons with disabilities with respect to employment and enrollment opportunities. The intent of the Affirmative Action/Equal Opportunity/Diversity Policy is to recognize and, to whatever extent possible, resolve the effects of past societal discrimination and the impact which that discrimination has had, not only on persons of color, women, and persons with disabilities, but on the total academic, educational and social system as well. It is not intended and should not be used to discriminate against any applicant, employee or student because of race, creed, religion, color, gender, sexual orientation, age, disability, veteran status, marital status or national origin.
6. The Director of Affirmative Action shall oversee and monitor the implementation of the Affirmative Action Plan and campus Affirmative Action policies.