

Cheyney University Policy SE-2010-6003

Policy on Affirmative Action Statement

Approved by: Social Equity Council/ President's Council

History: Revised -- 12-9-2009

Related Policies: See related collective bargaining unit policies

Additional References:

AFFIRMATIVE ACTION STATEMENT

Cheyney University of Pennsylvania is committed to equal educational and employment opportunities for all persons without regard to race, religion, gender, age, national origin, sexual orientation, disability or veteran status. The updated statement will replace the old statement to include the terms gender and sexual orientation to the categories of protected classes.

This policy applies to both education and employment opportunities at the University.

Key words and phrases:

Gender - Gender discrimination, also known as sexual discrimination, is the practice of letting a person's sex unfairly become a factor when deciding who receives a job, promotion, or other employment benefit. Sexual Orientation-Sexual orientation is a social construct used to describe a pattern of emotional, romantic, and/or sexual attractions to men, women, both genders, neither gender, or another gender.

Cheyney University of Pennsylvania reaffirms its moral and legal responsibility for the promotion of equal employment and educational opportunity for all individuals and students without regard to race, color, age, religion, gender, sexual orientation, national origin, disability, veteran status or membership in any other protected group under federal, state or local law, in the administration of its educational policies, programs, and or activities. Cheyney University complies with the requirements of the Veterans' Readjustment Assistance Act; Section 503 and 504 of the Rehabilitation Act of 1975; Americans with Disabilities Act of 1990, and all other applicable laws.

Cheyney University is also committed to the concept of affirmative action, and will take steps to ensure that:

- Applicants and employees are treated equally during all aspects of the employment process, including promotions, upgrades, demotions, transfers, furloughs, terminations, pay rates, or other forms of compensation, tenure, selection for training, tuition assistance, and as participants in all social and recreational programs sponsored by the university.
- The university will promote by imposing only valid requirements for advancement.
- A process is provided to redress all social equity complaints in a fair and impartial manner. Any complaint requires serious consideration by a complainant and must be filed in good faith.

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- The university provides a means for applicants and disabled persons to identify themselves for affirmative action and equal employment opportunity purposes only.

The success of the university's non-discriminatory affirmative action program requires the commitment of management and employees in a diverse work force to realize that positive steps must be taken to eliminate all forms of discrimination and barriers that may have the effect of excluding minorities, women and disabled individuals.

If you have any questions regarding this policy and its implementation, please contact the Office of Social Equity.