



## Equal Opportunity Policy

*Revised 5/15/17 (replaces Equal Opportunity & Affirmation Action Policy-2015)*

Elms College is committed to providing faculty, staff, and students with an environment free of discrimination and harassment in which they may pursue their careers or studies. The College, through its President and Board of Trustees, reaffirms a policy of equal opportunity and non-discrimination in employment, as well as in the recruitment, admissions, and retention of students. As an institution of higher education, Elms College constantly seeks a diverse and talented student body, faculty, and staff to enrich the educational experience of all. It is the policy of Elms College to not discriminate against any individual on the basis of race, color, religion, sex, age, national or ethnic origin, sexual orientation, gender identification, mental or physical disability, service in the uniformed services, or genetic information or any other protected status as defined by federal and state laws and regulations.

Elms College is committed to ensuring that all educational and personnel actions are administered on a non-discriminatory basis. Elms College also identifies and removes any barriers to equal access and equal treatment for all members of its community.

Elms College recognizes the value of diversity in both the employment and educational environment and takes affirmative action in developing opportunities for under-represented groups in employment and admissions. All administrative offices of the College are responsible for implementing this policy in the area of his or her responsibility. The Equal Opportunity Policy (hereinafter "EO Policy") commits the College to continuous evaluation of the progress towards this goal. It communicates the importance of this program and assures that each officer understands his/her responsibility to support its effective implementation.

### **PROVIDING EDUCATIONAL OPPORTUNITIES**

As an institution of higher education, Elms College implements federal law prohibiting discrimination in participation of and access to educational opportunity. Among these are Title VI of the Civil Rights Act as amended which prohibits discrimination on the basis of race, color, or national origin; Section 504 of the Rehabilitation Act of 1973; and Title IX of the Education Amendments of 1972. Accordingly, Elms College does not discriminate on the basis of race, color, religion, sex, age, national original, sexual orientation, or mental or physical disability in the administration of the College's educational policies, scholarship and loan programs, athletics, housing, and other College-administered programs, nor in recruiting, hiring, promoting, training, and providing benefits for students employed by the College.

### **LEGAL REQUIREMENTS FOR ENFORCEMENT**

As an employer, Elms College must comply with federal and state non-discrimination employment requirements. Among these are Title VII of the 1964 Civil Rights Act which prohibits discrimination on the basis of race, color, sex, religion, or national origin; the Americans with Disabilities Act of 1990 which prohibits discrimination against otherwise qualified individuals with disabilities; the Age Discrimination in Employment Act of 1963 which prohibits discrimination on the basis of age; the Equal Pay Act which prohibits discrimination in pay on the basis of sex; and Chapter 151B of the Massachusetts General Laws which makes it unlawful to discriminate in employment based on age, race, color, nation origin, religion, sex, sexual orientation, handicap, genetic information, or service in the uniformed services. All of these legal requirements are enforced under the EO Policy as stated.