

# Maintaining an Equitable Workplace and Learning Environment

Montclair State University has a moral commitment and legal obligation to create and maintain a working and learning environment that is non-discriminatory, and that assures the fair and equitable treatment of all employees and students. The Office of Equal Opportunity/Affirmative Action and Diversity serves the University in advancing these principles and in helping to build upon the University's success in growing an increasingly diverse campus community from various racial, ethnic, social and cultural backgrounds.

**Equal Opportunity**

**Affirmative Action**

**Tolerance and Dignity**

**Accountability**

**Gender-Based Conduct Prevention and Education**

**Who to Contact**

## A. Equal Opportunity

### 1. Equal Opportunity for Employees

Montclair State is committed to the principle of equal employment opportunity and does not discriminate in its recruitment and employment practices on the basis of race, color, religion, national origin or ancestry, gender, age, disabling condition, marital status, affectional or sexual orientation, gender identity and expression, veterans status or other non-job related criteria. Equal employment opportunity includes, but is not limited to, recruitment, hiring, retention, tenure, promotion, transfer, compensation, fringe benefits and other terms and conditions of employment in accordance with state laws and regulations.

### 2. Equal Opportunity for Students

Montclair State is committed to the principle of equal access to campus benefits and services (including, but not limited to, admissions, residence life, financial aid, athletics, course offerings, scholarships, student employment, social and recreational programs) without regard to race, color, religion, national origin or ancestry, gender, age, disabilities not interfering with academic performance, marital status, affectional or sexual orientation or other non academic-related criteria.

## B. Affirmative Action

### 1. Affirmative Action for Employees

Montclair State is committed to the principle of affirmative action as a means to overcome the residual effects of systemic discrimination, or to correct a manifest imbalance of females and people of color, thereby creating a more diverse workforce. The University will take affirmative action to encourage minorities, females, and persons with disabilities to apply for positions at all job levels. Employment practices will be reviewed periodically to determine whether the protected classes (Blacks, Hispanics,

Asians/Pacific Islanders, Native Americans, Asians/Pacific Islanders, women and persons with disabilities) are being afforded fair and equal consideration for faculty, administrative, professional and support positions, as well as for promotion, tenure and other terms and conditions of employment.

## 2. **Affirmative Action for Students**

Montclair State is committed to the principle of equal opportunity and affirmative outreach by providing equal access to enrollment for underrepresented minority and economically-deprived students.

## **C. Tolerance to Create a Climate for Civility and Human Dignity**

Montclair State University is committed to the principle that it is everyone's responsibility to foster an atmosphere of respect, tolerance, understanding and good will among all members of our diverse campus community. As an ever-growing pluralistic society, it is fundamental to our institutional mission to create an unbiased community and to oppose vigorously any form of racism, religious intolerance, sexism, ageism, homophobia, harassment and discrimination against those with disabling conditions. Furthermore, the university eschews hate of any kind and will not tolerate behavior that violates the civil and statutory rights of an individual or group. Within this framework, each of us can feel free to express ourselves in ways that promote openness within a pluralistic and multicultural society.

## **D. Accountability**

All Montclair State University employees and students have a responsibility for carrying out the principles of this statement. Each of us should be mindful of the way we treat one another and should demonstrate respect and tolerance for the differences among us. Furthermore, all persons in positions of responsibility and authority will be held strictly accountable for promoting the highest degree of fairness and equity in order to assure the full and complete implementation of this statement.

## **E. Gender-Based Conduct Prevention and Education**

Montclair State University and all colleges and universities are required to educate students, faculty and staff on the prevention of sexual assault, including rape, domestic violence, dating violence and stalking. Montclair State has contracted with Vector Solutions to provide an online interactive training program to students, faculty and staff. Employees and students will receive separate training modules directly from Vector Solutions.

The training is self-paced so one can start and leave the course, and when one returns the course will open to the last page visited.

You should receive an email from Vector Solutions inviting you to complete the online course within the first two weeks of your hire. If you do not receive a link, please email [eeo-aacompliance@montclair.edu](mailto:eeo-aacompliance@montclair.edu).

For any other questions or concerns, please contact:



## Paul Apicella

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🗺️ Campus Map



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