



**Rowan College
of South Jersey**

Policy: 7001
Title: **AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT
OPPORTUNITY (AA/EEO)**
Area: Human Resources
Approved: 07/01/19
Reaffirmed: 12/14/21

The Board of Trustees is committed to providing a work and academic environment that maintains and promotes affirmative action and equal opportunity for all employees and students without discrimination on the basis of certain enumerated and protected categories. These categories are race, creed (religion), color, national origin, nationality, ancestry, age, sex (including pregnancy and sexual harassment), marital status, domestic partnership or civil union status, affectional or sexual orientation, gender identity or expression, atypical hereditary cellular or blood trait, genetic information, liability for military service, or mental or physical disability, including AIDS and HIV related illnesses.

To the extent that any federal and/or state law identifies additional protected classes, it is the College's intent that its policies be read and applied in order to incorporate those protected classes as well.

The Board designates the College President to annually appoint individuals who will be responsible for oversight of Affirmative Action (AA), Equal Employment Opportunity (EEO), Title IX and the Americans with Disabilities Act Amendments Act (ADAAA) of 2008, and Section 504 of the Rehabilitation Act of 1973.

All members of the College community will be made familiar with actions that constitute discrimination, harassment, and sexual harassment (See policies and administrative procedures *7011 Harassment and Discrimination* and *7013 Sexual Misconduct and the Rights of Victims*). Employees and students will also be protected from discrimination or retaliation as outlined in policy *7017 Conscientious Employee Protection (Whistleblower)*.

The President will ensure that administrative procedures are developed, reviewed, and provided to employees, students, and other appropriate persons to assure compliance with federal and state statutes, applicable collective bargaining agreements, and this policy.

References:

Rowan College of South Jersey Board of Trustees Policy Manual, *7001 Affirmative Action and Equal Employment Opportunity; 7011 Harassment and Discrimination; 7013 Sexual Misconduct and the Rights of Victims; and 8003 Anti-Bullying and Intimidation*

Rowan College of South Jersey Administrative Procedure, *7001 Affirmative Action and Equal Employment Opportunity; 7011 Harassment and Discrimination; and 7013 Sexual Misconduct*