

**Brookdale Community College  
College Policy**

**3.9002 Equal Opportunity and Non-Discrimination**

**I. Title of Policy**

3.9002 Equal Opportunity and Non-Discrimination

**II. Objective of Policy**

To provide equal opportunity in all areas of the College's employment and educational practices, to foster a safe and non-discriminatory workplace and educational environment in all areas of College operations and programs and to provide a discrimination free workplace and educational environment.

**III. Authority**

All applicable Executive orders, all applicable Federal and State Anti-Discrimination laws, Title 18A of the New Jersey Statutes, and the Bylaws of the Board of Trustees.

**IV. Policy Statement**

This Policy extends to recruitment and hiring, working conditions, pay and benefits, professional development opportunities, performance review, promotion, and all other terms and conditions of employment. The College shall not discriminate or permit harassment or a hostile environment in employment or the administration of its educational policies, admissions policies, scholarship and loan programs, and athletic and other College-administered programs.

The College is an equal opportunity education institution and does not discriminate on the basis of any protected characteristic protected under applicable Federal and State Law. All forms of unlawful discrimination or harassment are prohibited.

For the accompanying Regulation and for the Internal Procedures for Complaints Alleging Discrimination, Harassment or Hostile Work Environment in the Workplace or Education Programs, see 3.9002R.

This Policy does not control claims of sexual harassment prohibited by Title IX of the Education Amendments Act of 1972, as amended, 34 C.F.R. 106, including sexual assault, dating violence, domestic violence, and stalking. Such conduct is covered by Policy 2.1001 Title IX Policy Against Sexual Harassment and the accompanying Regulation, 2.1001R Title IX Regulation Against Sexual Harassment.

Allegations of sexual harassment that fall within the scope of Policy 2.1001 Title IX Policy Against Sexual Harassment (hereinafter "Title IX Policy") must be addressed in

accordance with the Title IX Policy and are excluded from the scope of this Policy and accompanying regulation. Complaints of sexual harassment alleged to have been committed by employees or third parties that do not fall within the scope of the Title IX Policy may still be investigated under this Policy.

## **V. Responsibility for Implementation**

President

Approved: 11/16/1989 Revised: 6/27/1996

Revised: 9/25/2018, replaces Affirmative Action Policy Lodged: 9/25/2018

Approved: Board of Trustees, 10/23/2018

Approved: Board of Trustees, 10/27/2020, previously named 3.9002 Non-Discrimination and Policy 3.9007 Equal Opportunity and Anti-Discrimination retired on 10/27/2020

Approved: Board of Trustees, 9/30/2025