

BROOKDALE COMMUNITY COLLEGE COLLEGE POLICY

3.9007 Equal Opportunity and Anti-Discrimination

I. Title of Policy

3.9007 Equal Opportunity and Anti-Discrimination

II. Objective of Policy

It is the College's fundamental policy to provide equal opportunity in all areas of employment and educational practices. 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. Furthermore, the College shall not discriminate on the basis of any protected class in the administration of its educational policies, admissions policies, scholarship and loan programs, and athletic and other College-administered programs.

III. Authority

All applicable legislation including but not necessarily limited to Executive Order 11246 as amended by Executive Order 11375; the Civil Rights Act of 1964; the Age Discrimination in Employment Act of 1967 as amended by the Older Workers Benefit Protection Act of 1990; the Equal Pay Act of 1963; Genetic Information Nondiscrimination Act of 2008; the Rehabilitation Act of 1973; Vietnam-Era Veterans Readjustment Assistance Act of 1974; Uniformed Services Employment and Reemployment Rights Act; Title IX of the Educational Amendments of 1972; Americans with Disabilities Act of 1991 and the ADAA of 2008; N.J.S.A. 10:5-1, et seq.- the New Jersey Law Against Discrimination and N.J.S.A. 10:6-1, et seq.- the New Jersey Civil Rights Act.

IV. Policy Statement

Brookdale Community College is an equal opportunity education institution and does not discriminate on the basis of race, color, national origin, ancestry, age, gender/gender identification, sexual orientation, marital status, disability, or any other protected class, as defined by the New Jersey Law Against Discrimination, Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Titles VI and VII of the Civil Rights Act of 1964, the Americans with Disabilities Act of 1991 and all other applicable laws.

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