

Effective: September 17, 2013

**Social Equity & Diversity Policy
PRESIDENT'S REAFFIRMATION OF COMMITMENT
TO EQUAL EDUCATIONAL/EMPLOYMENT OPPORTUNITY
AND AFFIRMATIVE ACTION (EEO/AA)**

Revised: September 17, 2013
President's Cabinet

Millersville University's EEO/AA Program arises from the conviction that an institution of higher education should be more than a mere reflection of societal circumstances but should exist as a humane enterprise to advance social development. It is in this spirit that we embark on a program to create a richer, more diverse and inclusive institution.

It is the policy of Millersville University that the recruitment, admission, and retention of students, as well as the recruitment, hiring, promotion, termination and other University relationships with faculty and staff, be nondiscriminatory.

Additionally, it is the University's policy that no qualified disabled individual, disabled veteran or veteran of the Vietnam Era shall be subject to discrimination in employment or admission to Millersville University.

Millersville University reaffirms its commitment to this policy by recognizing the necessity to:

1. Continue to diversify the undergraduate and graduate student body.
2. Recruit, hire, promote, develop, and retain equity group faculty and staff.
3. Provide reasonable accommodations and auxiliary services for disabled employees and students.
4. Sensitize and educate the University community to promote a campus free of harassment on the basis of race or ethnicity; gender; sexual orientation, gender identity, gender expression; campus status (i.e., student, faculty, or staff); marital status; pregnancy; age; religion or belief system; disability; national background or origin; or veteran status.
5. Assure that claims of harassment of faculty, staff and students are promptly and appropriately investigated and resolved in a timely manner.
6. Disseminate the University's EEO/AA Statement.
7. Assure appropriate monitoring procedures of the EEO/AA Program.

Vice Presidents, Deans, Department Chairpersons, and Directors have been apprised of their obligation to adhere to the EEO/AA Program and implement strategies toward achieving the stated goals of the University. Officers and other constituents of the University, consistent with the shared governance of this institution, are accountable for the decisions, practices and policies that fall within their jurisdiction or sphere of influence.

Members of the President's Cabinet, Deans' Council and Office of Human Resources are charged to provide assistance with the monitoring and implementation of the EEO/AA Program; and, as such, the University will implement and administer this policy in accordance with all applicable State and Federal laws and regulations.

To file claims of harassment and/or discrimination or to view the University's EEO/AA Plan, please contact the Assistant to the President for Social Equity & Diversity/Title IX Coordinator, Office of Social Equity & Diversity, Delaware House, Millersville University, Millersville, PA, 17551-0302, (717) 872-3787 or 3788.