

## UNIVERSITY POLICY

**SUBJECT:** AFFIRMATIVE ACTION/EEO      **TITLE:**      SEXUAL DISCRIMINATION

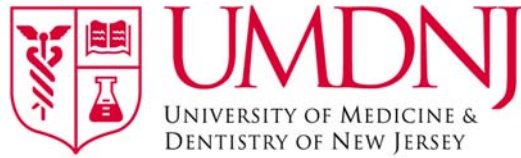
**CODING:** 00-01-35-20:00      **ADOPTED:** 02/24/81      **AMENDED:** 11/01/97

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As of August 1, 2008  
this policy is under revision.

Use the following link at the Office of Workplace Diversity website  
for Interim Guidelines:

[http://umdnjcaprod.umdj.edu/owd/policies/policies/Interim\\_Guidelines-SH\\_Policy1.doc](http://umdnjcaprod.umdj.edu/owd/policies/policies/Interim_Guidelines-SH_Policy1.doc)



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### I. PURPOSE

To establish a policy to ensure nondiscrimination of employees on the basis of sex in accordance with the Title VII of the Civil Rights Act and the Equal Pay Act.

### II. ACCOUNTABILITY

Under the direction of the President, the Associate Vice President for Affirmative Action and Equal Employment Opportunity (AA/EEO) shall ensure compliance with this policy. The Associate Vice President for Affirmative Action and Equal Employment Opportunity in concert with the Deans and Vice Presidents shall implement this policy.

### III. POLICY

#### A. Requirements:

1. Employment opportunities and decisions such as hiring, promotion, training, upgrades, wages, hours and all other terms and conditions of employment are made without discrimination on the basis of sex or gender.
2. UMDNJ does and will continue to take affirmative action to recruit women and encourage them to apply for positions for which they are qualified and to apply for training and any other program that will facilitate their promotability and advancement within the institution.

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President