
Policy: Affirmative Action – Statement of Intent
Policy No: 1.02
Approved: Board of Trustees: March 2006

STATEMENT OF INTENT

The Affirmative Action Policy is prepared to further the principle of equal opportunity in employment, admissions and in the treatment of employees and students at Sullivan County Community College without regard to race, color, creed, national origin, age, gender, religion, sexual orientation, disability, marital status, status as a disabled veteran or status as a veteran of the Vietnam Era.

Equal opportunity and affirmative action are accepted as implicit operating practices at the College. The intent of the Affirmative Action Policy is to enhance that acceptance by providing a framework of policies, procedures and mechanism for the guidance of every member of the College community. Equal opportunity can only be achieved through the continuing interest and dedication from each member of the College community.

The Policy is not the final answer in the quest of assuring equal opportunity; it is the base for the further development of efforts to achieve and ensure equal opportunity for all.

Equal Opportunity/Affirmative Action at Sullivan County Community College

It is the policy of Sullivan County Community College to provide equal opportunity in employment, admissions, and in the treatment of employees and students; to prohibit discrimination in employment, admissions, and in the treatment of employees and students; and to promote the full realization of equal opportunity in employment, admissions, and in the treatment of employees and students through a positive, continuing program including affirmative action.

This policy of equal opportunity:

1. Applies to all persons without regard to race, color, creed, national origin, age, disability, gender, religion, sexual orientation, marital status, status as a disabled veteran, and status as a veteran of the Vietnam era or other non-merit factors.
2. Applies equally to all employees and students.

3. Governs all College employment; admissions; employee and student policies, practices and actions.
4. Expects each contractor, supplier, union, public agency, school or other cooperative agent to support this policy by complying with all applicable New York State and Federal equal opportunity laws and regulations.

Continuing realization of this policy of Sullivan County Community College is to be undertaken by:

5. Developing an affirmative action program which will detail actions designed to realize the College's commitment to equal opportunity; analyze employment patterns within the College; set forth plans to rectify any deficiencies; identify and remove impediments to equal opportunity; establish goals and timetables for affirmative action whenever found to be necessary; provide for the internal and external dissemination of College policy; pursue the commitment to equal opportunity throughout the College; and provide for review, assessment, evaluation, and improvement of College actions in carrying out this policy and affirmative action programs.
6. Committing staff and support necessary for effective implementation of the equal opportunity policies and programs of the College. College-wide liaison and leadership in equal opportunity shall be effected through a member of the staff appointed by and responsible to the President. The liaison and leadership function will embrace such activities as the following:
 - developing policy statements and affirmative action programs for the consideration of the President;
 - developing internal and external communication techniques;
 - assisting in the identification of problem areas and whenever necessary establishment of goals and objectives;
 - assisting College administration in internally auditing and assessing compliance;
 - providing liaison among the College, enforcement agencies, minority, women, handicap organizations, and community action groups; and
 - designing and implementing audit and reporting systems for effective monitoring and operation of affirmative action programs.

In support of this policy, the College affirms its right to take appropriate action if it or other duly constituted authority shall determine that applicable Federal and State equal employment opportunity laws and regulations have been violated, or that the effect and intent of this policy have been willfully or habitually abrogated.