
Policy: Affirmative Action/Equal Opportunity Policy
Policy No: 1.01
Approved: Board of Trustees: March 2006

AFFIRMATIVE ACTION/EQUAL OPPORTUNITY

The Affirmative Action policy for Sullivan County Community College has been adopted by the College's Board of Trustees. The policy supersedes any earlier plans adopted by the College.

For this plan, equal opportunity embodies the concepts of non-discrimination and affirmative action.

Non-discrimination requires the elimination of any discriminatory conditions, whether purposeful or inadvertent. The College will carefully examine all of its policies and practices to ensure they do not operate to the detriment of any person on any grounds of race, color, creed, national origin, age, gender, sexual orientation, disability, marital status, status as a disabled veteran, status as a veteran of the Vietnam Era or other non-merit factors in employment, admissions and other matters involving employees and students.

Affirmative Action involves more than ensuring non-discrimination conditions for employment and admissions. As the phrase implies, affirmative action requires the College to initiate activities which contribute toward the greater utilization of minorities, females, older workers and the disabled, including goals established by organizational units and timetables for completion. The premise of this concept of affirmative action is that unless constructive action is taken to overcome the systematic exclusion and discrimination, a benign neutrality of practices will perpetuate the status quo indefinitely of those groups who suffered the effects of discrimination in the past.

The Board of Trustees is committed to ensuring equal opportunity as an effective element of the College's policies. The requirements of equal opportunity, non-discrimination and affirmative action are mandated, defined, regulated or directed by numerous Federal and State statutes, regulations and guidelines.