



## Policy

Title:	EEO/Affirmative Action
Effective Date:	Reviewed December 1, 2019
Approved By:	Board of Trustees
Responsible Party:	Compliance Officer
History:	4/28/75; 4/30/84; 1/23/94; 10/29/07; 10/5/15
Related Documents:	Non-Discrimination and Anti-Harassment Policy; Faculty Grievance Policy;

### I. PURPOSE

Salus University committed to taking affirmative action in increasing opportunities at all levels of employment and to increasing participation in programs and activities by all faculty, staff and students. Affirmative action is directed toward minorities, women, special disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans and Armed Forces service medal veterans.

This affirmation is published in accordance with 41 CFR 60 and is in keeping with Titles VI, VII & IX of the Civil Rights Act of 1964, as amended; Executive Order 11246; the Rehabilitation Act of 1973; the Vietnam Era Veterans' Readjustment Assistance Act of 1974; and the Civil Rights Restoration Act of 1988.

### II. DEFINITIONS

*Affirmative Action:* A policy or a program that seeks to redress past discrimination through active measures to ensure equal opportunity in education and employment.

### III. POLICY

Salus University is committed to and will provide equal opportunity through affirmative action in employment and educational programs and activities for all persons regardless of race, sex, age, color, national origin, ethnicity, creed, religion, disability, sexual orientation, gender, marital status, pregnancy, veteran status, or political affiliation — except where sex, age, or ability represent bona fide educational or employment qualifications or where marital or veteran status are statutorily defined eligibility criteria for federal or state benefit programs. Equal employment opportunity includes, but is not limited to, recruitment, hiring, promotion, termination, compensation, benefits, transfers, university-sponsored training, education, tuition assistance, and social and recreational programs.

The university aims to achieve, within all areas of the university community, a diverse student body, faculty, and staff capable of providing for excellence in the education of its students and for the enrichment of the university community. It is the responsibility of each hiring official to communicate the goals of the Affirmative Action Plan and assure employment actions are in compliance with the university's policies providing equal opportunity.

Salus University reaffirms its commitment to equality of educational and employment opportunity in its relationships with all members of the university community and its commitment to the elimination of any documented historical and continuing underutilization of women and minorities among the student body or employee complement. Salus University is committed to this program and is aware that with its implementation, positive benefits will be received from the greater utilization and development of previously underutilized human resources.