

# **University of New Haven Non Discrimination Policy And Affirmative Action Statement**

The University of New Haven is committed in achieving a diverse and pluralistic community, which reflects the multi-racial and culturally diverse society in the United States through strict non-discrimination in admissions, educational programs and employment. The commitment to Affirmative Action is also a commitment to be proactive in the continuing effort to diversify the faculty, staff and the student body at the University. The University will base decisions on employment so as to further the principle of equal employment opportunity.

It is the University of New Haven's goal to hire the most qualified individuals in every position within the University. The University is committed to basing judgments concerning employment of individuals on their qualifications, abilities, skills and experience and affirmatively seeks to attract persons with diverse backgrounds.

The University will recruit, hire, train, and promote persons in all job titles without regard to individual's sex, sexual orientation, race, color, personal appearance, gender, gender identity or expression, marital status, civil union status, national origin, ancestry, religion, age, physical disability or mental retardation.

The University will ensure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities. The University will ensure that all personnel actions such as compensation, benefits, transfers, layoffs, return from layoff, company-sponsored training, education, tuition assistance, and social and recreational programs will be administered without regard to individual's sex, sexual orientation, race, color, personal appearance, gender, marital status, civil union status, national origin, ancestry, religion, age, physical disability or mental retardation.