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|  ERIE COMMUNITY COLLEGE POLICY | NUMBER VII – A – 3b | Human Resources/ Affirmative Action |
| APPROVED 1/04 | SUBJECT Non-Discrimination | |

Purpose

To provide equality of opportunity, as well as to encourage and provide opportunities for those whose employment has been limited by discrimination in the past.

Non-Discrimination Policy

Erie Community College is committed to equal opportunity in educational programs, admissions and employment. It is the policy of Erie Community College to provide equal opportunity for all qualified applicants, students and employees; and to prohibit discrimination. Title VII of the Civil Rights Act of 1964, as amended, prohibits discrimination based on race, religion, national origin, age, sex (including pregnancy), disability, veteran status, color or sexual orientation. Discrimination of this nature is unacceptable and impermissible conduct which will NOT be tolerated. Related inquiries should be addressed to: Title IX Section 504 and ADA Compliance Coordinator Booker Edgerson, director of Equity and Diversity, ECC City Campus, 121 Ellicott St., Buffalo, NY 14203, (716)851-1118/9.

In cases where space is limited, “Erie Community College does not discriminate in recruitment or admission of students, or in employment, as required by federal and state laws and regulations.

Erie Community College has an approved Affirmative Action/Balanced Workforce Plan and complies with Executive Order 11246, as amended, Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans’ Readjustment Assistance Act, and other applicable regulations. Related inquiries should be addressed to: Title IX Section 504 and ADA Compliance Coordinator Booker Edgerson, director of Equity & Diversity, ECC City Campus, 121 Ellicott St., Buffalo, NY 14203 (716)851-1118/9.

The following Affirmative Action logo must appear in any job announcement, recruitment announcement, or advertisement for any position, purchasing request order or request to advertise, marketing or publicity advertisements, printed **AND ALL** materials distributed by Erie Community College. It is encouraged that all stationery has the following statement:

“Affirmative Action/Equal Opportunity Employer”

Currently, Human Resources uses the following logo in all advertisements and announcements of professional vacancies: Erie Community College is an Equal Opportunity Employer. Women, members of minority groups, persons with disabilities and Vietnam Era Veterans are encouraged to apply. (This is an acceptable logo).

Accountability

Under the direction of the President, the Director of Equity & Diversity, Affirmative Action and Equal Employment Opportunity shall ensure compliance with this policy. The Director for Equity & Diversity, Affirmative Action and Equal Employment Opportunity, in concert with the Vice Presidents, Chief Administrative and Financial Officer, Director of Human Resources, Associate Vice Presidents, Deans and Assistant Deans shall implement this policy.