

UTICA COLLEGE  
PRESIDENT'S REAFFIRMATION

TO: The Utica College Community

RE: Affirmative Action Policy

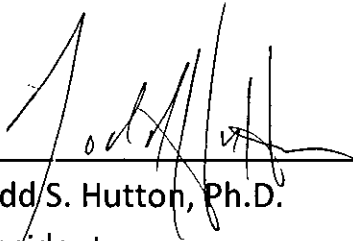
In recognition of the College's responsibility to conduct its personnel policies, practices, procedures, and programs in a bias-free manner, it is hereby reaffirmed that the policy of the College is to recruit, employ, renew, retain, tenure, and promote employees on the basis of ability, potential, and valid qualifications without regard to race, color, creed, religion, gender, national origin, citizenship, ethnicity, marital status, age, disability, sexual orientation, gender identity, gender expression, predisposing genetic characteristics, domestic violence victim status, veteran status, or any other status protected by applicable law to the extent prohibited by law. Furthermore, the College shall not discriminate against any disabled employee or applicant in regard to any position for which the employee or applicant is otherwise qualified. Consistent with this declaration, the College will continue to be responsive to the equal employment opportunity and affirmative action guidelines established under Federal Executive Order 11246, Sections 503 and 504 of the Rehabilitation Act, the Vietnam Era Veteran's Readjustment Assistance Act, Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the New York Human Rights Law, and other related statutes and regulations in carrying out this policy. In this regard the College will continue to strive to eliminate impermissible discrimination in all its forms, intentional or inadvertent, with respect to all personnel decisions, procedures, and actions, including compensation, benefits, transfers, layoffs, returns from layoff, College sponsored training, educational, tuition assistance, social and recreational programs. As President, I call upon every member of the College involved in recruitment, hiring, promotion, tenure, training and retention to exert their best efforts to achieve the goals set forth in the current Affirmative Action Plan.

As a major employer, the College also recognizes its responsibilities to ensure that all individuals have access to employment opportunities at the College. To demonstrate that commitment, the College will move responsibly to provide opportunity and support to those groups of persons that have not had sufficient access to education and employment opportunities. Meeting affirmative action and equal opportunity goals will require the understanding and support of individuals within the College's administrative units, faculty, staff and student body.

The College hereby reaffirms its commitment to diversity, equal employment opportunity, and affirmative action. It is the intention of the College to comply with all applicable laws. To contribute to the national effort to improve opportunity for women and minorities, the College's affirmative action effort is based on the personal commitments of College officials, faculty and staff, an adequate and continuous monitoring of the system, the Office of Human Resources' implementation of objectives in staff employment, and rigorous search efforts in the faculty employment process.

The Office of Human Resources serves as the College's liaison with the Federal government in matters related to contract compliance concerning employment. Among the duties of the Assistant Vice President of Human Resources & Personnel Development are the coordination of the College's Affirmative Action Plans and oversight of their implementation throughout the College.

The College must and will maintain its commitment to the goals of affirmative action and equal employment opportunity.

 2/2/12  
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Todd S. Hutton, Ph.D.  
President