

Equal Opportunity Policy: Access, Employment, and Fair Treatment

Dutchess Community College (College) as part of The State University of New York, in its continuing effort to seek equity in education and employment, and in support of federal and state anti-discrimination legislation, has adopted a policy to provide an educational and working environment free from unlawful discrimination on the basis of race, color, national origin, religion, creed, age, sex, sexual orientation, disability, gender identity, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction. Harassment is one form of unlawful discrimination on the basis of the above protected categories. The College will take steps to prevent discrimination and harassment, to prevent the recurrence of discrimination and harassment, and to remedy its discriminatory effects on the victim(s) and others, if appropriate. Sex discrimination includes sexual harassment and sexual violence. Retaliation against a person who files a complaint, serves as a witness, or assists or participates in any manner in this procedure is strictly prohibited and may result in disciplinary action.

Access and Fair Treatment

It is the policy of Dutchess Community College that no discrimination against, or harassment of, individuals will occur on any of the campuses or in the programs or activities of the College. All judgments about and actions toward students and employees will be based on their qualifications, abilities, and performance. Attitudes, practices, and preferences of individuals that are essentially personal in nature, such as private expression or sexual orientation, are unrelated to performance and provide no basis for judgment. All College departments and employees are expected to take appropriate action to implement this policy of fair treatment.

Employment

It is the policy of the College to provide equal opportunity in employment for all qualified persons; to prohibit discrimination in employment; and to promote the full realization of equal employment opportunity through a positive, continuing program for the College as a whole and for each constituent unit of the College. This policy:

1. Applies to all persons without regard to race, color, national origin, religion, creed, age, sex, sexual orientation, disability, gender identity, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction.
2. Applies equally to all job classifications and titles in the College and to all types of appointments under College authority, whether full-time or part-time;
3. Governs all College policies, practices, and actions including, but not necessarily limited to, recruitment, employment, rate of pay or other compensation, advancement, upgrading, promotion, demotion, renewal, non-renewal, termination, transfer, layoff, leave, training, and employee benefits of whatever nature;
4. Applies equally to all College organizational units; and
5. Expects each contractor, supplier, union, visitor, public agency or cooperative agent to support this policy by complying with applicable state and federal equal employment opportunity laws and regulations.

Approved by Board of Trustees Resolution #2016-64, dated August 9, 2016