

# EQUAL OPPORTUNITY POLICY

It is the policy of Monmouth University to comply with the laws, regulations, and orders that provide for and impose obligations on employers with respect to the management of their equal employment opportunity and affirmative action programs.

Accordingly, Monmouth University will conduct its business and practices in a manner that fully complies with and supports Presidential Executive Order 11246, as amended. Our compliance with Executive Order 11246 is calculated to eliminate discrimination against employees or applicants for employment. To achieve these goals and comply with State and Federal laws against discrimination, Monmouth University will:

1. Recruit, hire, promote, transfer, and train persons in all job classifications without regard to race, color, creed, ancestry, national origin, nationality, sex (including pregnancy and sexual harassment), affectional or sexual orientation, gender identity or expression, atypical hereditary cellular or blood trait, genetic information, marital status, domestic partnership or civil union status, age, liability for military service, protected veteran status, or status as an individual with a mental or physical disability, including AIDS and HIV-related illnesses or any other protected category under applicable local, state, or federal law.
2. Base decisions of employment so as to further the principle of equal employment opportunity.
3. Ensure that promotion decision comply with the principles of equal opportunity by making certain that requirements for such opportunities are valid.
4. Ensure that all other personnel actions such as compensation, benefits, transfers, layoff and return from layoff, company sponsored training, education, tuition assistance and social and recreational programs will be administered without regard to race, color, creed, ancestry, national origin, nationality, sex (including pregnancy and sexual harassment), affectional or sexual orientation, gender identity or expression, atypical hereditary cellular or blood trait, genetic information, marital status, domestic partnership or civil union status, age, liability for military service, protected veteran status, or status as an individual with a mental or physical disability, including AIDS and HIV-related illnesses or any other protected category under applicable local, state, or federal law.

Nina M. Anderson, Director of the Office of Equity and Diversity, is designated as the Equal Employment Opportunity Coordinator of the Affirmative Action Program for Monmouth University and is responsible for its implementation. Ms. Anderson can be reached at (732) 571-7577 or at [nanderso@monmouth.edu](mailto:nanderso@monmouth.edu). If any employee has a suggestion, problem, or complaint, they should feel free to contact Ms. Anderson.

If you are a person with a disability, a qualified disabled veteran, or a Vietnam Era Veteran and would like to be considered under the Affirmative Action Plan, please tell us. This information is voluntary and refusal to provide it will not subject you to discharge or disciplinary treatment.

The Affirmative Action Plans are available for inspection to any employee or applicant for employment upon request. The plans may be obtained from Ms. Anderson, the EEO Coordinator.

As President of Monmouth University, I hereby reaffirm our commitment to advance the concepts of equal opportunity and respect for all individuals of various backgrounds. To ensure that this policy is adhered to in the day to day activities of our management, all personnel actions will be monitored, analyzed, and reported on periodically throughout each year.

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Dr. Patrick Leahy  
President, Monmouth University

September 2019