



EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION STATEMENT

Seton Hall University is committed to programs of Equal Employment Opportunity and Affirmative Action (EEO/AA). The University has a responsibility to create and maintain a working and learning environment that is free of unlawful discrimination and that assures the fair and equitable treatment of all employees and students. EEO/AA programs are consistent with our Catholic educational mission and enjoy a high priority among our institutional goals and objectives. Seton Hall administers all University policies and programs in accordance with our Catholic mission and the teachings of the Catholic Church.

The University supports and implements all state and federal anti-discrimination laws, including Executive Order 11246 as amended, which prohibits discrimination in employment by institutions with federal contracts; Titles VI and VII of the 1964 Civil Rights Act, which prohibit discrimination against students and individuals on the basis of race, color, religion, national origin and/or sex; Title IX of the Education Amendments of 1972, which prohibits discrimination against students and individuals on the basis of sex; Vietnam Era Veterans' Rehabilitation Assistance Act of 1974, which requires affirmative action to employ and advance in employment qualified disabled veterans of the Vietnam Era; Equal Pay Act of 1963, which prohibits discrimination in salaries; Age Discrimination in Employment Acts of 1967 and 1975, which prohibit discrimination on the basis of age, as well as Sections 503 and 504 of the Rehabilitation Act of 1973 and Americans with Disabilities Act of 1990, which prohibit discrimination on the basis of disability or perceived disability; and New Jersey Law Against Discrimination, N.J.S.A. 10:5-1, et seq.

No person may be denied employment or related benefits, or admission to the University or any of its programs or activities, either academic or nonacademic, curricular or extracurricular, because of race, color, religion, age, national origin, ancestry, gender, pregnancy, marital status, domestic partnership or civil union status, affectional or sexual orientation, gender identity and/or expression, handicap and disability, atypical hereditary cellular or blood trait, AIDS and/or HIV status, genetic information, service in the Armed Forces of the United States, or status as a disabled veteran or as a veteran of the Vietnam era. All executives, administrators, faculty and staff are responsible for supporting Seton Hall's EEO/AA policies and programs. EEO/AA policies are to be applied in all decisions regarding recruitment, hiring, promotion, transfer, retention, tenure, termination, compensation, benefits, layoffs, union membership, academic programs, and social and recreational programs.

Revised and approved by President Robert Sheeran on the recommendation of the Executive Cabinet on October 15, 2009.