

3.0 RAMAPO COLLEGE OF NEW JERSEY POLICY PROHIBITING DISCRIMINATION IN THE WORKPLACE

3.1 POLICY

Ramapo College is committed to providing every employee with a workplace free from unlawful discrimination. The College and the State of New Jersey are committed to providing every State employee and prospective State employee with a work environment free from prohibited discrimination or harassment. Under this policy, forms of employment discrimination or harassment based upon the following protected categories are prohibited and will not be tolerated: race, color, national origin, nationality, ancestry, age, sex/gender (including pregnancy and breastfeeding), marital status, civil union status, domestic partnership status, familial status, religion, affectional or sexual orientation, gender identity or expression, atypical hereditary cellular or blood trait, genetic information, liability for service in the Armed Forces of the United States, or disability.

The State of New Jersey Policy Prohibiting Discrimination, the Sexual Misconduct Policy and Ramapo College's Bias Policy can be found at:

State of New Jersey Policy Prohibiting Discrimination in the Workplace:

<https://www.ramapo.edu/policies/policy/administrative-policy/>.

Sexual Misconduct Policy:

<https://www.ramapo.edu/titleix/files/2021/09/FY22-Sexual-Misconduct-Policy-9.14.21.pdf>.

College's Bias Policy:

<https://www.ramapo.edu/policies/policy/bias-incident-response/>.

To achieve the goal of maintaining a work environment free from discrimination and harassment, the State of New Jersey strictly prohibits the conduct that is described in these policies. These are zero tolerance policies. This means that the State and its agencies and the College reserve the right to take either disciplinary action, if appropriate, or other corrective action to address any unacceptable conduct that violates this policy, regardless of whether the conduct satisfies the legal definition of discrimination or harassment.

A list of all Ramapo College Policies and Procedures can be found at:

<https://www.ramapo.edu/policies/>

3.1.1 TRAINING

Ramapo College will provide students with information regarding the prevention of unlawful discrimination/harassment and the complaint procedure to be followed in filing complaints when unlawful harassment/discrimination has occurred. Ramapo College will provide faculty and managers with training that will inform them of the appropriate steps to be taken to address complaints of unlawful discrimination/harassment.