

**EQUAL EMPLOYMENT OPPORTUNITY & AFFIRMATIVE ACTION**  
**POLICY STATEMENT**

Equal Employment Opportunity regardless of race, creed, color, national origin, nationality, ancestry, age, sex/gender, pregnancy, 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 (including perceived disability, physical, mental, and/or intellectual disabilities), is the law of this State. As embodied in Title VII of the Civil Rights Act of 1964 as amended in 1972, the Civil Rights Act of 1991, N.J.S.A. 11A:7-1 et seq., and the Americans with Disabilities Act of 1990, the Law Against Discrimination 10:5, I, Cindy R. Jebb, Ph.D., President, declare that the policy and mandate of the Ramapo College is to ensure equal employment opportunity for all employees and applicants for employment. This policy and mandate include, but is not limited to, recruitment, selection, hiring, training, promotion, transfer, facility accessibility, reasonable accommodation, layoff and return from layoff, compensation and fringe benefits. Equal Employment Opportunity also includes policies, procedures, and programs for recruitment, employment, training, promotion and retention of minorities, persons with disabilities, and women.

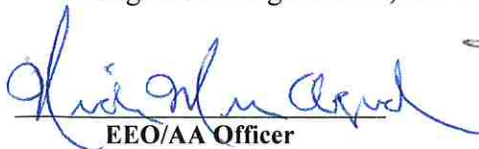
Employment practices will be reviewed routinely to ensure that the protected classes are receiving fair and equal consideration for job opportunities, especially in the Officials/Administrators and Professionals categories. The Ramapo College will take affirmative action to encourage minorities, women, and persons with disabilities to apply for positions within the Ramapo College.

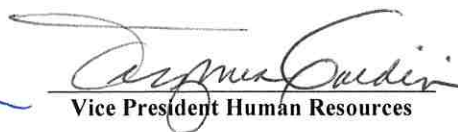
All personnel actions such as compensation, benefits, transfers, layoffs, training, education, training assistance, facility accessibility, reasonable accommodation, and social and recreational programs will be taken without regard to race, national origin or ancestry, color, sex, marital status, religion, age, disability, political affiliations, or other non-job-related criteria.

All State employees have a responsibility to maintain high standards of honesty, integrity, and impartiality in the performance of the State's official business. Employees' conduct which violates these standards will not be condoned.

This Equal Employment Opportunity/Affirmative Action Policy Statement will be available to all employees. All departmental employees must comply with this policy and other related policies of this State. All managers, supervisors, the Human Resources Officer, Americans with Disabilities Act Accommodations Coordinator, and the Equal Employment Opportunity/Affirmative Action Officer will be held responsible for the implementation and management of the Affirmative Action Program. This will be accomplished by incorporating equal employment opportunity efforts and results into the annual objectives and education of every supervisor and manager. Good faith efforts will be made to meet employment and policy goals as adopted.

This policy statement will be made available to all employees via posting, along with general equal employment opportunity/affirmative action information, on bulletin boards in conspicuous locations throughout the organization, and on the agency's intranet.

  
EEO/AA Officer

  
Vice President Human Resources

  
President