

Saint Joseph's College

Policy Manual

Human Resources

Section Name: Employment Policies

Section Number: 3.01

Effective Date: 7/1/2018

SUBJECT: Equal Employment Opportunity

Purpose:

In order to provide a diversified and safe work environment, Saint Joseph's College is committed to equal employment opportunities free from discrimination. This includes employment and educational decisions, available to all individuals, based on merit, qualifications, and abilities.

Eligibility:

All Faculty, Staff, and Students

Policy:

Saint Joseph's College does not discriminate in employment and educational opportunities or practices based on race, color, religion, national or ethnic origin, gender, gender identity and expression, sexual orientation, age, disability, genetic information, veteran status or any other characteristic protected by law.

Saint Joseph's College will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship to the College. This policy governs all aspects of employment, including selection, assignment, compensation, discipline, termination, and access to benefits and training.

Procedure:

Faculty, staff, and students with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of the Saint Joseph's Title IX Office (at titleix@sjcme.edu or TEL # (207) 893-6601). Issues and concerns can be discussed and reports made without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.