AFFIRMATIVE ACTION POLICY

Claremont Graduate University has been and remains an equal opportunity employer, committed to an active Affirmative Action policy. Claremont Graduate University is committed to the position that all faculty and staff employees and applicants will receive equal consideration and treatment. All recruitment hiring, transfer, and reclassification are on the basis of the qualifications of the individual for the position being filled, regardless of race, color, religion, national origin, age, sex, marital status, sexual orientation, non-disqualifying handicap or whether the individual is a disabled veteran or a veteran of the Vietnam Era. All other personnel actions such as compensation, benefits, layoffs, returns from layoffs, termination, training (including apprenticeship and tuition assistance), and social and recreational programs are also administered regardless of race, color, religion, national origin, age, sex, marital status, sexual orientation, non-disqualifying handicap or whether the individual is a disabled veteran or a veteran of the Vietnam Era.

In addition to the commitment to equal employment opportunity and affirmative action, we practice and observe the following: Federal laws and regulations such as Executive Order 11246 as amended, Section 504 of the Rehabilitation Act of 1973, Title IX, and regulations issued thereunder, which bar discrimination on the basis of race, color, religion, national origin, age, sex, marital status, non-disqualifying handicap or whether the individual is a disabled veteran or a veteran of the Vietnam Era, in employment and related activities.

The objective of the Affirmative Action policy is, wherever possible, to actively recruit and include for consideration for employment women and members of underrepresented ethnic groups. We are also committed to the recruitment and employment of the physically handicapped, disabled veterans, and Vietnam Era veterans. All decisions on employment must be made solely on the individual's qualifications (merit) and occupational qualifications for the job in question, and the feasibility of any necessary job accommodation.

Claremont Graduate University's Vice President for Business and Finance and Treasurer has been designated the CGU Affirmative Action Officer (AAO). Inquiries concerning the application of Federal and State laws and regulations, such as Title IX and Section 504 of the Rehabilitation Act of 1973, should be referred to the Human Resources Department. Personnel actions are analyzed to ensure adherence to this policy. Regular reports are submitted for review of progress.

To achieve the goals of our Affirmative Action Policy, it is necessary that each member of the CGU community understand the importance of the policy and his or her individual responsibility to contribute toward its maximum fulfillment. Specifically, managers' performance on this Program will be taken into account as is their performance on other institutional goals.