

LINCOLN UNIVERSITY

Policy:	Diversity and Equal Employment Opportunity
Policy Number:	HRM – #123
Effective Date:	February 2020
Revisions:	New Policy
Next Review Date:	August 2020
Review Officer:	Vice President for Human Resources
Status:	Approved by President and Board of Trustees and Active

1. Policy Statement

It is the policy of Lincoln University to provide equal opportunity in education and employment to all persons, and to prohibit discrimination based on race, color, national origin, creed, religion, sex, sexual orientation, gender identity or expression, age, veteran status, disability, pregnancy, genetic information, citizenship or political affiliation, except where religion, sex or age are bona fide job-related employment and educational requirements. Lincoln University prohibits sexual harassment, including sexual violence, dating violence, domestic violence, and stalking.

In furtherance of this policy, Lincoln University prohibits retaliatory action of any kind taken by any employee of Lincoln University against any other employee or applicant for employment because that person made a charge, testified, assisted or participated in any manner in a hearing, proceeding or investigation of employment and educational discrimination.

The University's commitment to Diversity and Equal Employment Opportunity stems not only from legal and moral considerations, but also from a firm belief that an institution of higher learning is enriched by the presence of diversity and that narrow cultural biases serve to limit rather than enhance its community's collaborative learning, global engagement and standards of excellence which are the hallmarks of Lincoln University's mission.

This policy applies to all Lincoln University faculty, staff, and students.

2. Roles and Responsibilities

- 2.1 Equal employment opportunity initiatives will be evaluated and monitored continuously. Periodic reports on the progress of such initiatives will be presented to the President by the Institutional Equity Officer.

- 2.2 Any individual with a concern, grievance or complaint of discrimination, harassment or retaliation should seek redress through the Office of Human Resources.

3. Compliance

- 3.1 Compliance with this Diversity and Equal Employment Opportunity Policy is the responsibility of all managers and supervisors and others whose duties are related to any personnel decisions regarding employees and students. Further, it is Lincoln University's obligation to fully participate in the implementation of all applicable federal, state, and local laws dealing with nondiscrimination.
- 3.2 This is in keeping with Title VII of the Civil Rights Act of 1964 as amended, Executive Order 11246, the Rehabilitation Act of 1973, the Civil Rights Restoration Act of 1988, the Americans with Disabilities Act of 1990, NC G.S. 126- 16 and 126-17, and other applicable Federal and State laws. Lincoln University is an equal opportunity employer.

4. Lincoln University Nondiscrimination Statement *(To be used in University publications)*

- 4.1 Lincoln University values diversity and seeks talented faculty, staff and students from diverse backgrounds. Lincoln University does not discriminate on the basis of race, color, sex, sexual orientation, gender identity or expression, religion, creed, national or ethnic origin, citizenship status, age, disability, veteran status or any other legally protected class status in the administration of its employment practices, admissions, financial aid, educational or athletic programs, or other University-administered programs.
- 4.2 Use the following Nondiscrimination Statement only when a more abbreviated version is required:
 - 4.2.1 Lincoln University is an affirmative action, equal opportunity employer.

Questions regarding this policy should be directed to the Director of Institutional Equity, 111 Wright Hall, Lincoln University, PA 19532; or (484) 365-7755.