

COMPLIANCE WITH SEX DISCRIMINATION GUIDELINES

The University of Massachusetts Dartmouth recognizes the unique concerns of women in the workplace. UMass Dartmouth has reviewed its employment policies and practices to ensure compliance with the laws and regulations prohibiting sex discrimination, including the Equal Pay Act of 1963, Title IX of the Education Amendments of 1972, the Pregnancy Discrimination Amendments to Title VII of the Civil Rights Act of 1964, the Equal Employment Opportunity Commission's Guidelines on Sexual Harassment, and Massachusetts General Laws, Chapter 278 of the Acts of 1996, "An Act Relative to Sexual Harassment, Education and Training in the Workplace". Compliance with the previously mentioned laws and regulations are demonstrated through the following practices:

1. UMass Dartmouth will recruit males and females for all positions except where gender is a Bona Fide Occupational Qualification that has been carefully identified and fully documented;
2. UMass Dartmouth will advertise in newspapers and other media in a manner which does not imply a gender requirement for the position, unless the gender of the incumbent is a Bona Fide Occupational Qualification. Advertisements state that UMass Dartmouth is an Equal Employment Opportunity/Affirmative Action employer;
3. Personnel policies will not discriminate on the basis of one's gender and will reiterate UMass Dartmouth's commitment to nondiscrimination;
4. Employees and applicants of both genders have equal employment opportunity to compete for any available position they are qualified to fill, unless gender is a Bona Fide Occupational Qualification;
5. Retirement benefits are equal for both genders. On optional retirement offers/initiatives, UMass Dartmouth does not specify differences on the basis of gender;
6. The same types of leaves of absence are offered to all employees regardless of gender and/or marital status. In particular, UMass Dartmouth offers leaves of absence for the birth or adoption of a child to women and qualifying men;
7. Gender will not be a factor in the determination of seniority;
8. In accordance with Title IX, the Assistant Chancellor for EODO and the Associate Director of Athletics will ensure compliance with said legislation;
9. The athletic facilities and services offered to men and women are equitable, including practice time and meal money allocations for sports teams, budgeting, the handling of game coverage and publicity, championship opportunities, and purchasing procedures for athletic equipment; and
10. UMass Dartmouth administers training programs without regard to gender.