

INTRODUCTION

What is Affirmative Action?

Affirmative Action is a policy or a program that seeks to redress past discrimination through active measures to ensure equal opportunity, as in education and employment.

“We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color”.

Maya Angelou

In 1972, the Board of Trustees approved a statement on Affirmative Action (T72-155) which established the University policy on affirmative action and required campus plans to be submitted to the President by June 30, 1972. On May 3, 1978 the Board reaffirmed its commitment to affirmative action and amended the 1972 statement, requiring the Chancellors of each campus to submit plans annually thereafter for the President’s review and approval.

The University of Massachusetts Dartmouth (UMass Dartmouth) has established policies and procedures designed to prevent individuals from being excluded from participation, advancement or benefits because of their race, color, creed, sex, national origin, age, sexual orientation, disability, or status as a Veteran. The Office of Equal Employment Opportunity, Diversity & Outreach monitors intentional or unintentional discrimination and/or a hostile work environment in any of its facilities, programs, or activities.

In the area of employment, the University undertakes specific, result-oriented steps and monitors recruitment, hiring, promotions, reclassifications, and other employment decisions to promote and assure the rights of Blacks, Latinos, Asians, Native Americans, women, persons with disabilities and Veterans. Through its EEO/AA Plan, UMass Dartmouth meets its requirements as a government contractor or subcontractor by establishing affirmative action goals and timetables for their achievement.

The University’s commitment to affirmative action encompasses the purchase of materials and services, enabling the University to perform its functions of teaching, research, and service. A vital aspect of this commitment is the identification and use of business enterprises owned and operated by women and minorities.

The University reaffirms its policy of administering educational programs and related supporting services in a nondiscriminatory manner. Furthermore, the institution endorses equal opportunity and affirmative action in the admission of students, and commits itself to equal treatment, access to facilities, and educational benefits.

The University undertakes this commitment to equal opportunity and affirmative action not only as a matter of policy but as a matter of law. The EEO/AA Plan was designed in accordance with applicable Federal and State laws, executive orders, and guidelines. Some of the federal laws and executive orders include the *Equal Pay Act of 1963, Title IX of the Higher Education Act of 1972, Title VII of the Civil Rights Act of 1964, the Rehabilitation Act of 1973, the Age Discrimination in Employment Act of 1967, the Americans with Disabilities Act of 1990, the Civil Rights Act of 1991, and Presidential Executive Order 11246*. Applicable Massachusetts state laws are Chapter 151B of the General Laws and its amendments.

This EEO/AA Plan represents the University of Massachusetts Dartmouth’s continuing efforts to create a cooperative environment of diversity, fairness and goodwill.