

## **SIMMONS COLLEGE AFFIRMATIVE ACTION POLICY**

Simmons College shall conduct a vigorous affirmative action employment program to increase the diversity of our administrators, faculty and staff, and to create a more open and tolerant community.

This Affirmative Action Policy provides guidelines and a detailed description of Simmons College's program for upholding its affirmative action policy and achieving a balanced representation of members of minority groups in all employment categories and areas of activity. The guidelines set forth in this document apply to all Departments, Schools and Programs and every person employed by the College.

Widespread cooperation is necessary if the institution is to fulfill its equal opportunity commitment. Simmons College has made an institutional commitment to:

- recruit minority students.
- hire minority administrators, faculty and staff.
- create a community that respects diversity, learns from differences and rejects intolerance.
- translate this commitment into policies, goals and action.

Our policies are:

1. Simmons College admits students, without regard to race, color, religion or national origin, sexual orientation or disability.
2. Simmons College does not discriminate on the basis of race, color, religion, national origin, or sexual orientation, or disability in administration of its educational policies, scholarships and loan programs, athletic and other College administered programs or in its employment policies.
3. Simmons College will recruit minority students aggressively at both the undergraduate and graduate levels until it has representation approximately equal to the college-bound proportion of these groups in the school or program's profession and/or the eastern United States population. We will create an academic atmosphere that nurtures minority students and encourages them to succeed.
4. Simmons College will recruit minority administrators, faculty and staff across all schools and departments, for full and substantially part-time positions, until representation is approximately equal to that of minorities in each job category in the Eastern Massachusetts area. To ensure the success of these efforts in every department, the search procedures will be closely monitored by the Director of Human Resources or designee. The implementation of this policy rests with the President, Vice Presidents, Deans of each of the Schools, and all departments of the College.

5. Simmons College will create a campus culture that values diversity and responds powerfully and forthrightly to any incidents of racism and harassment in any form.