AFFIRMATIVE ACTION

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Non-discrimination requires the elimination of all existing unlawful discriminatory conditions, whether purposeful or inadvertent. Roxbury Community College is continuing to systematically examine all policies and procedures to be sure that they do not, if implemented as stated, operate to the detriment of any person on the basis of a protected classification. The College shall require that the practices of those responsible in matters of employment and edu- cation, including all supervisors and faculty, are non-dis- criminatory. Should the College discover discrimination in treatment or effect in any employment, educational or service decision, action, inaction, or practice within the College, all appropriate corrective and/or disciplinary actions shall be taken under the direction of the President of the College subject to any applicable collective bargain- ing agreement or other policy or procedure of the College. Roxbury Community College is committed to a policy of Affirmative Action, equal opportunity, equal education, non-discrimination, and diversity, thereby providing a learning, working, and living environment for its students, employees and other members of the College Community, which values the diverse backgrounds of all people. The College believes that the diversity of socio-economic, racial, ethnic, religious, gender, sexual orientation, age, and disability backgrounds of members of the College community enriches the institution and its various constit- uencies. The College will not tolerate behavior based on bigotry, which has the effect of discriminating unlawfully against any member of their communities. Roxbury Community College is committed to providing equal access to educational, co-curricular, and em- ployment opportunities at the College for all applicants, students, and employees in compliance with all applicable laws, regulations, and policies. All benefits, privileges, and opportunities offered by the Colleges are available to all students, employees and other persons having dealings with the institutions on a non-discriminatory basis. The complete text of this policy is in the office of Human Resources, and may be found online at https://www.rcc. mass.edu/footer/policies-procedures.html or in the “Affir- mative Action & EEO” link at the bottom of the RCC main web page