Equal Opportunity and Affirmative Action Policy Statement

Clark University is firmly committed to the practice of equal employment opportunity, equal educational opportunity and nondiscrimination in the provision of educational and other services. The University will administer its personnel policies and conduct its employment practices in a manner, which treats each employee and applicant for employment on the basis of merit, experience, and other work-related criteria without regard to race, color, religion, sex, national origin, age, sexual orientation, disability, or any other protected class under relevant state and federal laws. The University is further committed to the practice of affirmative action in accordance with the law to assure the most representative applicant pool and workforce. Clark strives to increase the presence and participation of under-represented groups by its aggressive recruitment procedures to attract and hire the best-qualified applicants, and has a strong commitment to diversity among its faculty, staff and students.

Affirmative action procedures have been established that outline our good faith efforts in practicing equal employment opportunity and affirmative action. Clark is committed to undertake affirmative steps to ensure that all recruitment, hiring, promotion and other employment and educational practices are free from discrimination.

> ***It is the policy of Clark University that each individual regardless of race, color, sex, sexual orientation, religion, national origin, age as defined by law, disability, or veteran status, shall have equal opportunity in education, employment, or services of Clark University.***

Equal opportunity is the fabric of all personnel decisions at Clark, and personnel at every level share in the responsibility for promoting both affirmative action and equal opportunity.