Rowan's EEO Commitment

Rowan University is committed to cultivating a welcoming and respectful work environment. The University, with the help of the Office of Equity and Diversity, ensures equal opportunity and inclusiveness for all by informing and educating faculty, staff and students of the importance of equity and diversity through its policies and practices.

Rowan values and supports the diverse identities of its community and preserves a culture of equal and visible recruitment, hiring and promotion practices. We fulfill this commitment by ensuring that policies and training programs comply with local, state and federal regulations.

Because Rowan University values our human resources, employees can depend on colleagues in the OED to respond to their concerns with respect, compassion, confidentiality and professionalism.

When to seek help from OED:

• when you feel you’ve been treated unfairly or differently from others.
• when you feel you’ve been discriminated against or wronged in the course of your employment.
• when you feel you’ve been threatened, intimidated or sexually harassed.

For more information, please contact:

Frankie Lucas
Interim EEO Compliance Officer
856-256-5831
lucasf@rowan.edu

For all OED policies and more info, visit:
www.rowan.edu/equity

Our mission at the Office of Equity and Diversity ensures equal employment opportunity in accordance with all applicable local, state and federal regulations and guidelines. OED is committed to fostering a culture of inclusion that recognizes and respects the value brought by the unique and varied experiences of every member of the Rowan University community.
Rowan University employees are the essential human resources who serve the campus and its constituents with expertise and experience. In every area—support, instruction, facilities, management and administration—diverse individuals bring diverse knowledge, experience, capacity and perspectives to their work and the academic community.

Because the people who make up the campus community provide the strength and abiding value of the institution, Rowan University takes seriously its obligation to provide a collaborative, inclusive environment in which individuals and the community can be dedicated to excellence.

The Office of Equity & Diversity (OED) plays a significant role in providing advocacy for employees. It can be said that the OED protects the institution’s wellbeing by protecting the wellbeing of all individuals within the Rowan community. This may come in the form of removing impediments to access, encouraging a supportive environment, ensuring compliance with state or federal policies or providing resources.

In each instance, employees may rely on the OED to provide confidential, humane and sound assistance focused on creating and maintaining a campus that welcomes and supports a diverse community.

Each of the following topics addresses concerns associated with equity and diversity in the workplace. Students with concerns involving Rowan employees should contact the OED. Students with concerns about interactions with other students should consult with the Dean of Students. For more information, please consult with a member of the OED, visit rowan.edu/equity or the online resources listed for each topic.

Search Committee Training
Rowan University supports equal employment opportunity in hiring decisions. Because they require diverse representation, search committees minimize the possibility of undue influence that can unfairly skew the search process. Before serving, all search committee members must complete OED online training on effective and compliant search practices.

Preventing Employment Discrimination
Federal and state laws prohibit employment discrimination in various ways. These laws cover personnel decisions that could affect rights. All Rowan University employees must complete a training course within the first 30 days of employment and every two years thereafter.

To help ensure compliance, OED monitors and implements federal and state policies including the following:

Title IX
www.justice.gov
In compliance with Title IX, Rowan University does not deny or limit any student the ability to participate in or benefit from any University program on the basis of sex or gender. Once a concern reaches the OED, the university’s Title IX team investigates and addresses complaints of violation. All employees are protected under Title IX and complaints will be investigated under the State EEO policy and model procedures.

Americans with Disabilities Act
www.ada.gov
The ADA gives civil rights protection to individuals with disabilities and guarantees equal opportunity for them in public accommodations, employment, transportation, state and local government. The OED monitors compliance, accommodations and advocates on behalf of ADA concerns.

New Jersey State Policy Prohibiting Discrimination in the Workplace
The State of New Jersey is committed to providing every State employee and prospective State employee with a work environment free from prohibited discrimination or harassment. Under this policy, forms of employment discrimination or harassment based upon the following protected categories are prohibited and will not be tolerated: race, creed, color, national origin, nationality, ancestry, age, sex/gender (including pregnancy), marital status, civil union status, domestic partnership status, familial status, religion, affectional or sexual orientation, gender identity or expression, atypical hereditary cellular or blood trait, genetic information, liability for service in the Armed Forces of the United States, or disability.

Find more information at:
U.S. Equal Employment Opportunity Commission
www.eeoc.gov
New Jersey Division on Civil Rights
www.nj.gov/oag/dcr/index.html
New Jersey Division of Equal Employment Opportunity/ Affirmative Action
www.state.nj.us/treasury/owid/eeo/eeo-index.shtml