



## Compliance Program

### **ADMINISTRATIVE ANNOUNCEMENT NO. 2000-08**

**Policy:** Equal Employment Opportunity/Affirmative Action

**Effective Date:** October 2000

**Reference:** Non Discrimination Policy

(Replaces and Supercedes Administrative Announcement No. 96-20)

Seton Hall University is committed to programs of equal employment opportunity and affirmative action (EEO/AA). These programs are consistent with our basic mission, enjoy a high priority among our institutional goals and objectives, and are carried out in accordance with the teachings of the Catholic Church and the proscriptions of the law.

The University supports and implements all state and federal anti-discrimination laws, including Executive Order 11246 as amended, which prohibits discrimination in employment by institutions with federal contracts; Titles VI and VII of the 1964 Civil Rights Act, which prohibits discrimination against students and all employees on the basis of race, color, religion, national origin or sex; Title IX of the Education Amendments of 1972, which prohibits discrimination against students and all employees on the basis of sex; Sections 503 and 504 of the Rehabilitation Act of 1973, which requires affirmative action to employ and advance in employment qualified disabled veterans of the Vietnam Era; the Equal Pay Act of 1963, which prohibits discrimination in salaries; the Age Discrimination in Employment Acts of 1967 and 1975, which prohibits discrimination on the basis of age; and the Americans with Disabilities Act of 1990, which prohibits discrimination on the basis of disability.

No person may be denied employment or related benefits or admission to the University or to any of its programs or activities, either academic or nonacademic, curricular or extracurricular, because of race, color, religion, age, national origin, gender, sexual orientation, handicap and disability, or veteran's status. All executives, administrators, faculty and managers, both academic and administrative, are responsible for individual and unit support of Seton Hall University's EEO/AA programs. EEO/AA policies are to be applied in all decisions regarding hiring, promotion, retention, tenure, compensation, benefits, layoffs, academic programs, and social and recreational programs.

Mr. Richard Hill, Senior Human Resources Generalist, is the University's Equal Employment Opportunity/Affirmative Action Officer who is responsible for providing information regarding the provisions of the laws and regulations referred to in the preceding paragraphs and their applicability to the services, programs, and activities offered by the University. Mr. Hill is located in the Department of Human Resources in the lower

level of Presidents Hall and may be contacted via e-mail at [hillrich@shu.edu](mailto:hillrich@shu.edu) or by telephone at (973) 761-9284.

Mr. James Gillson is the University Compliance Officer who is responsible for providing information regarding sexual harassment and for investigating complaints of sexual harassment. Mr. Gillson is located in Presidents Hall and may be contacted via e-mail at [gillsoji@shu.edu](mailto:gillsoji@shu.edu) or by telephone at (973) 313-6132.

Ms. Gerri Budd is the Chair of the Council Against Racial and/or Ethnic Discrimination (CARED). CARED provides education and training regarding racial and ethnic discrimination and monitors the investigation of complaints of this nature. Ms. Budd is located on the third floor of Presidents Hall and may be contacted via e-mail at [buddgerri@shu.edu](mailto:buddgerri@shu.edu) or by telephone at (973) 761-7699.

  
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Tuesday December 04, 2001

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Compliance Program  
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