

Policies & Statements



EDGEWOOD COLLEGE

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

It is our policy to administer all employment practices including, but not limited to, those pertaining to recruitment, hiring, transfers, promotions, tuition remission, compensation, benefits, terminations, and selection for College sponsored training, without discrimination to ensure equal treatment of employees regardless of gender, sexual orientation, race, religion, color, creed, national origin or ancestry, age, disability, or any other characteristic protected under applicable law.

AFFIRMATIVE ACTION STATEMENT

Edgewood College respects the dignity and gifts of each person. We strive to create environments in which the value of diversity is understood, practiced, and embraced by our faculty, staff, and students. Diversity encompasses race, color, ethnicity, national origin, religion, gender, age, sexual orientation, disability, and veteran status. In order to foster diversity, we commit ourselves not only to Equal Employment Opportunity, but also to Affirmative Action through special efforts to search for qualified ALANA (African, Latino, Asian, Native American) faculty, staff, and students. We believe that taking affirmative action will advance our goal of social and economic justice for all people. It will empower those of diverse heritages and backgrounds to share their unique contributions and, thus, advance the mission of Edgewood College.

NON-DISCRIMINATION AND HARASSMENT POLICY

Edgewood College will not tolerate discriminatory or harassing behaviors. The College affirms and protects the rights and opportunities of all persons to a working and learning environment free from discrimination. No person shall, on the basis of gender, sex, sexual orientation, race, religion, color, creed, national origin or ancestry, age, disability, or any other characteristic protected under applicable law, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination, including harassment, under any program of the College. Although gender identity is not considered a protected class under Wisconsin law, it is covered in this policy. Faculty, staff and students who violate this policy may be subject to discipline up to and including termination. This policy also prohibits behavior that could be considered retaliatory.

NON-DISCRIMINATION ON THE BASIS OF DISABILITY POLICY

Edgewood College affirms and protects the rights and opportunities of all persons to a working and learning environment free from discrimination. It is the policy of the College to not discriminate on the basis of disability in any educational program, employment practices or operations. No qualified individual with disabilities shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination on the basis of their ability, under any program of the College. Edgewood College is committed to complying with all applicable provisions of the Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973.

Edgewood College will provide reasonable accommodations to students and employees who have provided the College all necessary information and appropriate documentation of their disability, provided that such accommodations would not 1) fundamentally alter the nature or operation of the College's programs, services, or activities, 2) cause undue hardship to the College, or 3) pose a direct threat to the health or safety of others.

This policy also prohibits any form of retaliation.