

UNIVERSITY OF MASSACHUSETTS LOWELL
Lowell, Massachusetts 01854

Office of the Chancellor

January 10, 2009

ADMINISTRATIVE ANNOUNCEMENT NO. 5
EQUAL OPPORTUNITY

“We must strengthen our institutional image and be a university known for its educational excellence... deep diversity... and outstanding service...”

“We should reach out to diverse audiences...”

From “Shaping UMass Lowell’s Future,” April 2008

Our role as an employer and state institution requires that we, as a University community, comply with Title VII of the Civil Rights Act and related federal and state laws. It is critical during these challenging times that we reaffirm our commitment to complying with these laws. To that end, we will continue to pursue a path that builds our institution’s ‘cultural competence,’ a phrase that defines our institutional readiness to be inclusive. This is essential to foster a climate that welcomes diverse colleagues and students with respect, civility, and the realization that more may be accomplished when all are included in the process.

Our image and outstanding service are enhanced when our employment and academic practices are fair. In this way, we acknowledge the worth and value of the individuals in the University community, and uphold anti-discrimination and anti-harassment laws. University policies reflect these laws. Such factors as race, color, religion, disability, age, gender, sexual orientation, ancestry, marital or veteran status, and genetic information may not be considered factors in any academic or personnel decisions. As a public institution in Massachusetts, anti-discrimination protection also extends to those who serve in the Reserve or National Guard components of the military. Transgendered individuals are now protected under state-anti discrimination laws. Harassing or intimidating behavior based on any of these protected categories is a violation of law and will not be tolerated at UMass Lowell.

It is especially important to adhere to fair hiring practices. These have a direct effect on our ability to increase diversity in our workforce. Our recruitment and outreach activities directed to underrepresented minorities are tools that may provide diverse hiring applicant pools.

As an institution, we have diversity goals outlined in our annual Affirmative Action Plan. We report annually to the Board of Trustees on our progress toward those goals. We continue to improve our recruiting practices, incorporating changes to reflect best practices in attaining diversity in higher education. As a result of conducting procedurally sound, equitable searches, progress will be made consistent with our goals. I encourage you to bear this in mind as you conduct recruitment efforts.

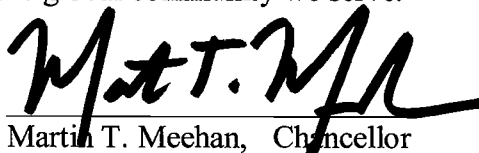
A new area of anti-discrimination law concerns the needs of employees with family caregiving responsibilities. Employees may request some adjustments within the workplace that

allow them to meet family caregiving needs. This is available to both male and female employees. "Caregivers" do not constitute a new protected category but gender is a protected category.

Any member of the campus community should contact ***Equal Opportunity & Outreach (EOO)*** for any assistance regarding complaints of discrimination or for other concerns addressed in this announcement: ***Cumnock Hall C-4, UML North, 978-934-3565***. These matters will be responded to with prompt concern to facilitate resolution. We each have the right to raise concerns about discrimination or harassment. We also understand that any attempt to retaliate against anyone who raises, participates in, or conducts a review of such concerns is also prohibited. The EOO staff may be contacted if you wish to inspect the Affirmative Action Plan. Additional information is available at http://www.uml.edu/equal/Workplace_Issues/workplace.html.

As representatives of the University, we are all responsible to maintain a welcoming climate built on mutual respect. Whether in working or learning environments, we are all accountable. It is my expectation that administrators have goals that correspond to our diversity initiatives and will report on their progress in achieving these goals. It is my strong desire that UMass Lowell will adhere to a philosophy of civility and respect for the dignity of all members of our community. Intimidating or harassing behavior will not be tolerated.

When we consider our role as an institution of education which advances the human condition, we recognize the inherent dignity of that condition. We also recognize our obligation to honor that dignity and to reflect the composition of the global community we serve.


Martin T. Meehan, Chancellor

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