

UNIVERSITY POLICY S01-13

SAN JOSÉ STATE UNIVERSITY'S POLICY OF COMMITMENT TO A CAMPUS CLIMATE THAT VALUES DIVERSITY AND EQUAL OPPORTUNITY

San José State University is committed to creating a diverse community guided by core values of inclusion, civility, and respect for each individual. Such a community enriches the intellectual climate of the University and the educational experiences of its students, promotes personal growth and a healthy society, and supports a positive work environment. As a community that values and respects diversity, inclusion, civility and individual uniqueness, San José State University is committed to:

- maintaining a climate where individuals feel welcome;
- encouraging students to act, listen and speak with open minds; to value individual experiences and perspectives, and to appreciate differing viewpoints, for the purpose of promoting the free exchange of ideas that fosters a healthy and productive society;
- encouraging faculty and staff to act with civility towards co-workers and colleagues while respecting differences and defending free inquiry;
- providing an environment where diversity is viewed broadly to include but not be limited to: accent, age, ancestry, citizenship status, color, creed, disability, ethnicity, gender, marital status, medical condition, national origin, race, religion or lack thereof, sex, sexual orientation, transgender, and veteran's status;
- actively recruiting, retaining and promoting a diverse workforce;
- ensuring that federal and state laws pertaining to affirmative action, non-discrimination, equal opportunity and prohibition of harassment are fully enforced;
- making reasonable accommodations for persons with disabilities;
- ensuring that employers using the services of the SJSU Career Planning & Placement Center are equal opportunity employers;
- ensuring that students and employees have ready access to information on procedures for filing complaints for non-compliance with laws or university policies, with safeguards to ensure that reports can be filed without intimidation or retaliation;
- helping members of the SJSU community sustain and continually strengthen the University's commitment to diversity and equal opportunity;
- promoting this policy through seminars, discourse and discussions.