

9. Equal Opportunity and Affirmative Action Policy

- 9.1. The Board of Trustees for Fort Lewis College does not discriminate on the basis of race, age, color, religion, national origin, gender, disability, sexual orientation, gender identity, gender expression, political beliefs, or veteran status in admission and access to, and treatment and employment in, its educational programs, services or activities. The Board affirms its commitment to promote racial, ethnic, cultural and gender diversity, to employ qualified disabled individuals, and to provide equal opportunity to all students and employees.
- 9.2. The Board prohibits and will not tolerate acts of discrimination, including sexual harassment, or related retaliation, against or by any employee or student in the College's educational programs, services or activities.
- 9.3. Qualification for the position and institutional need shall be the sole bases for hiring employees, and the criteria for retaining employees shall be related to performance evaluation, assessment of institutional need, fiscal constraints, and/or, in the case of exempt professional staff, the rational exercise of administrative prerogative.
- 9.4. All students shall have the same fundamental rights to equal respect, due process, and judgment of them based solely on factors demonstrably related to their performance and expectations of them as students. All students shall share equally the obligations to perform their duties and exercise judgments of others in accordance with the basic standards of fairness, equity, and inquiry that should always guide education.
- 9.5. The College shall comply with all applicable federal and state anti-discrimination laws. The Board delegates to the President the responsibility for adopting, publishing to the College community and enforcing appropriate policies, procedures and plans that comply with and implement this policy and all applicable federal and state anti-discrimination laws. The President shall submit such policies, procedures and plans to the Board for its information and for its approval as necessary.
- 9.6. The President shall submit reports when needed to the Board.