



**San José State**  
UNIVERSITY

A campus of The California State University

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**S01-13**

At its meeting of May 14, 2001 the Academic Senate passed the following Policy Recommendation presented by Annette Nellen for the Professional Standards Committee.

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

- Whereas: San José State University is committed to maintaining an environment free from discrimination and harassment and that is in compliance with all laws on non-discrimination, equal employment opportunity and affirmative action; and
- Whereas: The university community has a responsibility to advocate inclusion, respect and understanding at a level above that which is minimally required by law. Exercise of such responsibility enriches the intellectual climate of the University and the educational experiences of our students; promotes personal growth and a healthy society; and is appropriate to the University's ethnically and culturally diverse campus community and fulfillment of the University's mission; and
- Whereas: The university currently has more than one Senate policy addressing campus climate, equal opportunity and non-discrimination, as well as various statements on the same topics posted to the Human Resources Division web site; and
- Whereas: A single comprehensive policy would more effectively state the University's policy and commitment to the principles of valuing diversity and equal opportunity; therefore be it
- Resolved: That the following Policy of Commitment to a Campus Climate that Values Diversity and Equal Opportunity be adopted to replace S91-1 Campus Climate, F67-9 Holding of Interviews and Recruitment on Campus, as well as the statement of the tenets of non-discrimination, equal employment opportunity and affirmative action currently included in S89-15 on affirmative action for faculty. In addition, S69-2, Hiring Minority Faculty, and S69-3, Minority Representation on College Decision-making Bodies, be repealed as obsolete, as well as unnecessary under the new attached policy; and be it
- Resolved: That the following policy be posted to the University's web page and the Human Resources Division web page; and be it
- Resolved: That all colleges and divisions be given copies of the policy and encouraged to distribute it widely (such as posting it to or linking it on their web site and sharing it with recruits and new hires).

## **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.

**ACTION BY UNIVERSITY PRESIDENT: Approved and signed by President  
Robert L. Caret on 7/19/2001**