

## **EQUAL OPPORTUNITY POLICY**

Recognizing that its diversity greatly enhances opportunities for learning, Berkeley is firmly committed to providing all students equal access to its programs, resources, opportunities and facilities. The College does not tolerate discrimination or harassment on the basis of gender or sexual orientation (“sexual harassment,” which, for example, may include unwelcome sexual comments or advances, requests for sexual favors, or other unwelcome verbal, physical or expressive behaviors of a sexual nature), race, color, creed, religion, national origin, age, ancestry, disability, or civil union, marital or veteran status. Violations of Berkeley’s policies against unlawful discrimination and harassment may result in disciplinary action, including but not limited to being barred from campus, suspended, or dismissed from the College.

Reflecting the College’s unwavering commitment to equal educational opportunity, Berkeley’s facilities are designed to accommodate physically challenged students. In accordance with the Americans with Disabilities Act, the College makes every reasonable effort to offer equal educational opportunities to eligible students with documented disabilities. While students are expected to meet the College’s academic standards and requirements, Berkeley encourages students with documented disabilities who seek reasonable accommodations to submit the documentation early in the application process so that the circumstances may be evaluated in a timely manner.

Any concerns regarding equal opportunity issues should be raised in writing with the Dean, Student Development and Campus Life for New Jersey or New York, who serves as the campus Equal Opportunity Officer, within 30 days of the event that causes the concern. The Dean will review the written statement, initiate any investigation (s)he deems appropriate under the circumstances, and notify the student promptly of a determination. If corrective action is required, it will be initiated as soon as practicable.

Requests for accommodation of a disability should be submitted with appropriate documentation to the Student Development and Campus Life Department. Such requests will be considered carefully and every reasonable effort will be made to accommodate the needs of the disabled student.