

B.2 Affirmative Action at Trinity College

Trinity College is an independent, coeducational, nonsectarian, primarily residential liberal arts college committed to the principles of non-discrimination and of affirmative action. Trinity has a special obligation to act fairly in the hiring, appointment and advancement of the members of its Faculty, administration, and staff. In carrying out these obligations, Trinity offers solid evidence to its public, and more importantly, to its own personnel and students that fairness and reason, of utmost importance in scholarship and teaching, are equally relevant to judgments about the qualifications of people in its community.

Trinity College is committed to being an academic community free of discrimination and prejudice and, to this end, will abide by all applicable Federal, State and local laws pertaining to non-discrimination and fair employment practices. Trinity College is committed to providing equal opportunity to all Faculty, administration and staff in its employment and personnel practices, and to policies and practices which will assure that there will be no discrimination against any individual on the grounds of age, race, color, religion, sex, sexual orientation, handicap or national origin. Decisions relative to appointment, employment and promotion will be made on the basis of individual qualifications and merit. The College is committed to building a representative and diverse Faculty, staff, and administration and student body and will undertake positive efforts to ensure that this end is achieved.

The College recognizes that the principle of non-discrimination requires the elimination of all existing discriminatory conditions, whether purposeful or inadvertent. The College must carefully and systematically examine all of its appointment and employment policies to be sure that they do not operate to the detriment of any persons on grounds of age, race, color, religion, sex, sexual orientation, handicap or national origin. The criteria for employment in or appointment to positions at Trinity College must not in effect or intent exhibit discrimination on any of the grounds mentioned above. Because this policy is to be applied throughout the College, it is the obligation of all members of the Trinity community to implement it.

Closely related to the principles governing its practices affecting those who seek or have appointment or employment at Trinity College is our conviction that the quality of education gained at the College is enhanced by the appointment of Faculty and the hiring of administrators and staff who represent not only diverse disciplines but also various religious, racial, ethnic and cultural backgrounds. We believe, in short, that heterogeneity is educationally valuable. Therefore, in addition to the principle of non-discrimination, Trinity College is committed to the principle of affirmative action that requires that it do more than ensure neutrality with regard to members of certain groups as specified by the Department of Labor. The College must make additional efforts to recruit, employ and promote qualified members of groups formerly excluded and presently under-utilized, even if that exclusion or under-utilization cannot be traced to particular discriminatory actions on the part of the College. The principle of Affirmative Action shall be given weight in the review process by departments, programs, special review committees, the Appointments and Promotions Committee, and the Appointments and Promotions Appeals Board (if relevant) in two ways: (1) dimensions of assessment peculiar to a minority or female candidate, such as service on search committees, student advising, student recruitment activities, and appropriate public relations activities must not be neglected; (2) the candidate's scholarly activities, particularly when these are in new or non-traditional fields, must receive a fair and unbiased review.

Trinity College does not presently hold federal contracts requiring it to submit a written affirmative action plan. The College is persuaded, however, that the absence of such a requirement does not lessen the importance of affirmative action as a policy and goal. The College has, therefore, developed a program in writing which is designed to assist this institution in fully meeting both the requirements and intent of federal, state, and local laws. Accordingly, the Affirmative Action Program, as provided in this document, establishes policy, defines procedures, and assigns responsibilities for ensuring equality of opportunity and promoting aggressive efforts to recruit and employ qualified persons of certain minority groups at Trinity College.

Trinity College is committed to the principle of non-discrimination in education as well as in employment.

It is imperative that every member of the Trinity College community.- Faculty, chairpersons, administrators, staff and student - take positive and constructive action to ensure that the College's commitment to affirmative action is as binding and effective as its commitment to non-discrimination.

(Passed November 16, 1982; revised May 5, 1987; revised February 8, 2005)