

- Academic Programs <
- College Services <
- Galleries <
- Community Partnerships <
- Library <
- Portfolios <
- Student Handbook <
- Student Organizations <
- Visiting Artists <



College Policies

Non-Discrimination and Diversity

The Board of Higher Education of the Commonwealth of Massachusetts is responsible, under Chapter 15A of the General Laws of the Commonwealth of Massachusetts, for the overall governance of the public higher education system which includes the nine state colleges. The Board of Higher Education and the Boards of Trustees of the Massachusetts State Colleges maintain and promote a policy of non-discrimination on the basis of race, creed, religion, color, gender, sexual orientation, age, disability, veteran status, marital status and national origin. This policy incorporates by reference and, where applicable, the requirements of the Federal Executive Orders 11246 and 11375 as amended; the Civil Rights Act of 1964 as amended; the Civil Rights Restoration Act of 1988; the Civil Rights Act of 1991; Title IX of the Higher Education Amendments of 1972 as amended; Sections 503 and 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990; Section 402 of the Vietnam Era Veterans Adjustment Assistance Act of 1974; and pertinent Laws, Regulations and Executive Orders; directives of the Board of Higher Education, the Boards of Trustees of the Massachusetts State Colleges and the Commonwealth of Massachusetts, and other applicable local, state and federal statutes.

In July 2003, the Massachusetts College of Art was granted "special status" as a public college by the Massachusetts legislature and Governor. The legislation gives MassArt more flexibility and autonomy, and recognizes the college's unique mission and distinctive role in the higher education system. The college's Board of Trustees and its administrative leaders have been granted increased responsibility for steering the course of MassArt's financial, academic and administrative affairs.

Section 49 of Chapter 15A of the FY04 Budget Outside Sections, gives MassArt, the authority to govern and create plans that implement this mission: "Such plans shall include but not be limited to budget and enrollment projections for each year, projections for total school charges for each year, projections for in-state and out-of-state student enrollments for each year, and plans to insure continuing access to the institution by residents of the commonwealth and affirmative action policies and programs that affirm the need for and a commitment to maintaining and increasing access for economically disadvantaged and minority students."

Non-discrimination requires the elimination of all existing discriminatory conditions, whether purposeful or inadvertent. *Massachusetts College of Art* is continuing to systematically examine all policies and procedures to be sure that they do not, if implemented as stated, operate to the detriment of any person on the basis of race, creed, religion, color, gender, sexual orientation, age, disability, veteran status, marital status or national origin. The *College* shall require that the practices of those responsible in matters of employment and education, including all supervisors and faculty, be non-discriminatory. Should the *College* discover discrimination in treatment or effect in any employment, educational or service decision, action, inaction or practice within the *College*, all appropriate, corrective and/or disciplinary actions shall be taken under the direction of the President of the *College* subject to any applicable collective bargaining agreement or other policy or procedure of the *College*.

Massachusetts College of Art is committed to a policy of affirmative action, equal opportunity, non-discrimination and diversity. We are committed to providing a learning, working and living environment for students, employees and other members of the *College* Community, which values the diverse backgrounds of all people. The *College* is committed to assuring that the "College Experience" is one that challenges, empowers, supports and prepares its students, to live in, work in, and value our increasingly global and diverse world. The *College* believes that the diversity of socioeconomic, racial, ethnic, religious, gender, sexual orientation, *gender identity*, *age* and disability backgrounds of members of the *College* Community enriches the institution and its various constituencies. The *College* will not tolerate behavior based on bigotry, which has the effect of discriminating unlawfully against any member of this community.

Massachusetts College of Art provides equal access to educational, co-curricular and employment opportunities at the *College* for all applicants, students and employees regardless of race, color, religion,

gender, sexual orientation, national origin, age, disability or veteran status in compliance with all applicable laws, regulations and policies. All benefits, privileges and opportunities offered by the College are available to students, employees and other persons having dealings with the institution on a non-discriminatory basis based on employment status. The College is committed to taking a pro-active affirmative action posture with respect to the recruitment, selection and promotion of students and employees.

The purpose of the Affirmative Action component of this Plan is to establish a set of programmatic objectives that shall provide for the access and advancement of persons of color, women and persons with disabilities with respect to employment and enrollment opportunities. The intent of this Affirmative Action/Equal Opportunity/Diversity Policy is to responsibly recognize and, to whatever extent possible, resolve the effects of past societal discrimination and the impact which that discrimination has had, not only on persons of color, women, and persons with disabilities, but on the total academic, educational and societal system as well. It is not intended and should not be used to discriminate against any applicant, employee or student because of race, creed, religion, color, gender, sexual orientation, age, disability, veteran status, marital status or national origin.

In response to this recognition, the *College, through the Board of Trustees and President, fully* endorses the plan of action set forth in this policy and shall oversee and monitor its implementation under the auspices of the Director of Civil Rights Compliance and Diversity.

