



Policy Name: Equal Opportunity and Non-Discrimination Policy

Policy Number: 3105

I. Policy Statement:

The Hebrew Union College – Jewish Institute of Religion (the “College-Institute”) prohibits unlawful discrimination in employment and education on the bases of race, color, ancestry, national origin, ethnicity, religion (including observance of Sabbath), disability, medical condition, use of service dog, marital and familial status, age, sex, sexual orientation, status as a victim of domestic violence, assault or stalking, gender identity and expression, genetic information, AIDS/HIV, pregnancy, political activities or affiliations, military or veteran status, prior arrests or criminal accusations and, subject to applicable requirements, prior convictions, lawful off-work conduct and any other legally protected status or activity (“protected status”).

II. Purpose of Policy

This policy is in aid of creating an environment where all College-Institute constituencies, including students, employees, faculty, administrators, governors, overseers, volunteers, visitors and other third parties with whom the College-Institute community interacts do not engage in and are free from unlawful discrimination.

III. Applicability (Audience):

This policy applies to all members of the College-Institute including students, staff, faculty, administrators, governors, overseers, volunteers, visitors, alumni, business partners, contract vendors and other third parties with whom the College-Institute community interacts.

IV. Definitions:

Provide definitions for any specific terminology in the document.

V. Procedures and Implementation:

The Hebrew Union College – Jewish Institute of Religion (the “College-Institute”), as an institution of higher education, a community of scholars, a religious institution and employer, is committed to the elimination of unlawful discrimination and the provision of equal opportunity in all aspects of education and employment. As a matter of policy and,

Most Recent Revision Effective Date: 6.2022
Initial Adoption Date: 6.2020
Previous Revision Dates: 5.2022



where applicable, to comply with local, state and federal laws, College-Institute prohibits unlawful discrimination on the bases of race, color, ancestry, national origin, ethnicity, religion (including observance of Sabbath), disability, medical condition, use of service dog, marital and familial status, age, sex, sexual orientation, status as a victim of domestic violence, assault or stalking, gender identity and expression, genetic information, AIDS/HIV, pregnancy, political activities or affiliations, military or veteran status, prior arrests or criminal accusations and, subject to applicable requirements, prior convictions, lawful off-work conduct and any other legally protected status or activity (“protected status”).

All personnel actions including recruitment, selection, hiring, training, compensation, benefits, transfers, and promotions for all job classifications shall conform to this commitment. All educational activities, including recruitment, admission and decisions affecting academic standing and status, shall likewise conform.

The College-Institute will respond promptly to allegations of discrimination, harassment, and retaliation. The College-Institute will conduct investigations and take appropriate corrective action, including disciplinary action, up to and including dismissal or expulsion, against individuals found to have violated its policies, and provide, where appropriate, assistance to complainants and the College-Institute community.

The College-Institute prohibits retaliation against anyone who submits a complaint of unlawful discrimination or who assists or participates in any manner in a related investigation or proceeding. This provision may not apply to complaints established to have been made with knowing falsity and malice.

VI. Enforcement

The Global Director of Human Resources is the EO Officer and Title IX Coordinator. For inquiries or to make a report regarding discrimination, harassment, or retaliation, please contact the Global Director of Human Resources at 513-487-3215. A confidential message may be emailed to HR@huc.edu. A confidential or anonymous telephone message may be left at 844-317-HELP (4357). Reports are treated with sensitivity and information is kept as private as possible.

VII. Policy Owner, Management and Point of Contact Information

Chief Financial Officer, Amy Goldberg
agoldberg@huc.edu
513-487-3206

Most Recent Revision Effective Date: 6.2022
Initial Adoption Date: 6.2020
Previous Revision Dates: 5.2022



Global Director of Human Resources

hr@huc.edu

513-487-3201

VIII. Exclusions

Nothing in this policy waives or restricts the ability of the College-Institute, a religious institution, to exercise its First Amendment right to make personnel and other decisions consistent with and according to its Jewish faith.

IX. Effective Date

June 2022

X. Related HUC-JIR Policies and Documents:

Disabilities Services Policy

Policy Against Unlawful Harassment

Policy Prohibiting Sexual Misconduct and Interpersonal Violence – Title IX

Title IX Appeal/Grievance Policy

Whistleblower Protection Policy

XI. Notification of Policy Changes and Revision History

The College-Institute reserves the right to change this policy at any time. This policy is posted on the HUC-JIR website in the HUC-JIR Policy Library, Employee Handbook, Faculty Handbook and Student Handbooks.

XII. Appendices, References, and Related Materials

Most Recent Revision Effective Date: 6.2022

Initial Adoption Date: 6.2020

Previous Revision Dates: 5.2022