

AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY INSTITUTIONAL STATEMENT 2007-2008

Florida Gulf Coast University (FGCU) views its objective as advancing knowledge through teaching, scholarship, and public service. As scholarship benefits from the interplay of research and teaching in a variety of disciplines, so does the campus community learn and benefit from diverse perspectives. By cultivating human diversity, we ensure that our learning community includes, and is representative of all cultural, ethnic, religious and racial groups, and those who historically have been discriminated against because of gender, race, age or disability. The University is formally committed to nondiscrimination on such grounds as noted in its policies, procedures, and practices. In our efforts to foster and nurture diversity, we will actively work to enhance our campus as a hospitable place for all.

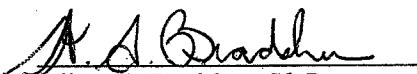
FGCU will, moreover, comply with Titles VI, VII, and IX of the Civil Rights Act of 1964, as amended; the Age Discrimination in Employment Act, as amended; the Americans with Disabilities Act; the Vocational Rehabilitation Act of 1973, Sections 503 and 504 as amended; and other relevant federal and state statutes regarding nondiscrimination. Sections 503 and 504 require certain contractors who contract with the government for goods or services to formulate affirmative action compliance programs. The University subscribes to and will enforce all policies regarding the prohibition of any form of illegal harassment, including sexual harassment in the classroom or workplace.

FGCU has established a non-discrimination policy regarding employment which is applied without regard to a person's race, color, gender, religion, creed, national origin, disability, marital status, Vietnam or disabled veteran status, or age. All employment actions will support equal opportunity and will move the University toward achieving its inclusionary objectives.

Further, the Florida Board of Governors' State University System Strategic Plan and the mission of Florida Gulf Coast University have affirmed the following values, ideals, and objectives:

1. Improve the quality of undergraduate education.
2. Provide adequate access to undergraduate education.
3. Develop and implement creative and innovative cost-saving programs to increase efficiency without sacrificing quality.
4. Provide a sense of and commitment to, justice, integrity, and fair play.
5. Develop an understanding of, and appreciation for, other cultures and traditions.
6. Ensure respect for the rights of all people regardless of their gender, race, age, disability and ethnicity.

All of us in the university community must be conscious of our responsibility to abide by the laws, policies and principles of equality of opportunity. Further, as a community, we will work to ensure equity and fairness for all faculty, staff, students, visitors and vendors. We are committed to these principles, for we are convinced they are essential for a distinguished university. Questions regarding this institutional statement, or compliance with its provisions should be directed to the Office of Institutional Equity and Compliance at (239) 590-7405. Outside Lee County: (800) 590-3428.



Wilson G. Bradshaw, Ph.D.
President