

Dickinson College is an intellectual and social community that values justice, free inquiry, diversity and equal opportunity. It is a fundamental policy of the college to respect pluralism, civility and mutual understanding within its community. The college does not discriminate on the basis of

disabilities that require reasonable accommodation to inform Human Resource Services of their need for such reasonable accommodation. The college will use its utmost discretion in keeping such information confidential. Discrimination based upon an individual's status as a handler or trainer of support or guide animals is prohibited.

Dickinson College provides for the prompt, fair and impartial consideration of all complaints of discrimination.

The College is committed to building a representative and diverse faculty, staff, and student

body. We encourage applications from all qualified persons. From the moment individuals apply for a job at Dickinson College they are protected by the college's policy to provide equal employment opportunity on the basis of ability and competence to perform specific services. Each applicant is protected from discrimination based upon race, color, national origin, sex, disability, religion, age, veteran status, gender identity or expression, sexual orientation or any other protected class.

If applicants believe that they have experienced any such discrimination during the hiring process, during normal work activities or through other aspects of the work environment, such as consideration for promotion, transfer, rates of pay or through the college's recruitment, training or selection for training, they should report the concerns to the college's director of Human Resource Services, or Title IX coordinator.

The equal opportunity policy guarantees that all job assignments will be based upon the college's judgment of the individual's ability to perform the services required for a particular position and the corresponding job relatedness. Human Resource Services can provide the individual with descriptions of the kinds of positions at the college, including the general range of responsibilities for each position. The hiring manager, in consultation with Human Resource Services, will make the final decision in selecting the most appropriately qualified candidate for a position.

Human Resource Services

: June 30, 2022

June 30, 2024

Dickinson Employee Handbook, Academic Handbook