



Affirmative Action Policy Statement

Affirmative Action is designed to ameliorate the present effects of prior discrimination as a result of which certain groups are under-represented in the College's working community. Under representation is an imbalance between those in the labor force who possess the relevant qualifications and their representation within the specific job category in the College. Simply put, under-representation must be shown by demonstrating the existence of an imbalance between the numbers of qualified women or minority candidates in the potential pool of applicants for a position and their presence in the College. In the event of under-representation, affirmative steps are taken to

attempt to achieve as broad and inclusive an applicant pool as possible. To that end, the College embraces an affirmative action policy that encourages vigorous activities and procedures for the recruitment, hiring, retention and promotion of certain protected groups that are under-represented in the Molloy College working community. (A complete set of hiring procedures for the recruitment and selection of candidates is available in the Office of Human Resources.)