

MEMORANDUM

DATE: 14 January 2008

TO: All Vice Presidents, Deans, and Department Heads

SUBJECT: Equal Opportunity

- The commitment of The Citadel to the most fundamental principles of academic freedom, equality of opportunity, and human dignity requires that decisions involving students and employees be based on individual merit and be free from any form of discrimination.
- It is Citadel policy to ensure equal opportunity for applicants during the employment process and for all employees in training and development, transfer, promotion, and compensation.
- The Citadel actively seeks minority and female applicants for employment and provides required training and orientation.
- The Citadel is committed to ensuring equal consideration to applicants and employees regardless of race, color, religion, sex, national origin, ancestry, age, marital status, disability or veteran status and to complying with all federal and state non-discrimination, equal opportunity, affirmative action laws, orders, and regulations. The Citadel will take Affirmative Action when necessary to achieve the goal of equal employment opportunity. This plan is temporary and will remain in effect until The Citadel has achieved its goal.
- It is essential that The Citadel demonstrate its intellectual and ethical leadership by reaffirming its strong position against discrimination. I am, therefore, reminding all faculty, staff, and students that this college does not condone and will not tolerate discrimination, harassment, or intimidation of any individual in the Citadel community for any reason.
- The members of the Board of Visitors and I strongly urge all of you to join us in making our college a place where all persons pursue their educational programs or employment free from the debilitating effects of discrimination. Let us be guided not only by what is legally required, but also by what is decent and fair. If all of us work together, we can achieve our goal of a Citadel that clearly and unequivocally demonstrates commitment to excellence in teaching and learning, values the contributions of every individual, and treasures its diversity.
- I request that you provide this letter to all your subordinates to read and that you actively join me in making The Citadel a model for equal opportunity in everything we do.

John W. Rosa
Lieutenant General, USAF (Retired)
President