

**NORMANDALE COMMUNITY COLLEGE
STATEMENT OF COMMITMENT**

Normandale Community College is committed to providing and promoting equal employment opportunities for all persons without regard to age, color, creed, disability, sex, sexual orientation, membership or activity in a local commission, marital status, national origin, political affiliation, race, status with regard to public assistance, or religion.

Normandale Community College is committed to the implementation of its affirmative action plan and fully supports the State of Minnesota's affirmative action efforts. Normandale Community College will implement and maintain an affirmative action program that takes aggressive measures to eliminate internal barriers to equal opportunity and that strives to remedy the historical under representation in the employment, retention and promotion of qualified persons with disabilities, persons of color, and women.

Normandale Community College will not tolerate discrimination or harassment of any kind. We will conduct our business in accordance with all state and federal equal opportunity / affirmative action laws, directives, orders and regulations.

Diversity enhances the campus environment for all students and employees. The College will continue to make every effort to provide a safe, respectful workplace, to promote diversity in staffing and programming, and to enhance understanding of diversity through education and cultural diversity programs.

I urge all staff to join me in making this a safe, inclusive and welcoming campus for everyone.

Thomas J. Horak, President

July 2003