EAST CAROLINA UNIVERSITY
FACULTY MANUAL

PART XI

General Faculty Employment Guidelines and Benefits
I. General Provisions
East Carolina University prohibits unlawful discrimination based on the following protected classes: race/ethnicity, color, genetic information, national origin, religion, sex (including pregnancy and pregnancy related conditions), sexual orientation, gender identity, age, disability, political affiliation, and veteran status (including relationship or association with a protected veteran; or Active Duty or National Guard service) (“Protected Class”).

East Carolina University celebrates diversity among its faculty, staff, and students, and is committed to fostering respect for human difference and equal opportunities for all. To that end, the Office for Equity and Diversity develops and implements equal employment opportunity policies and diversity programs. Information about the Office for Equity and Diversity’s programs and policies, the University’s protected classes and related non-discrimination policies and procedures may be found by visiting the Office for Equity and Diversity web site at https://oed.ecu.edu/policies/.

II. Professional Development
To foster an environment supportive of diversity, and to promote equity and inclusion, all ECU faculty members will engage in at least one approved learning activity each academic year that addresses diversity, equity, and/or inclusion. It may focus on diversity, equity and inclusion issues in the context of ECU, higher education writ large, or the faculty member’s academic field.

Unit administrators are responsible for approving appropriate diversity, equity and inclusion professional development activities. Professional development is documented in the annual report of each faculty member. The unit administrator will attest that each faculty member has met the diversity, equity and inclusion professional development requirements on the Annual Faculty Evaluation Form.

The University shall provide appropriate equipment, software, and communications access to faculty necessary to provide effective professional development. The University will ensure the availability of continuing faculty education and training-related resources to enhance faculty intercultural competence.