

# EAST CAROLINA UNIVERSITY FACULTY MANUAL

## PART XI

### General Faculty Employment Guidelines and Benefits

## PART XI – GENERAL FACULTY EMPLOYMENT GUIDELINES AND BENEFITS

### SECTION IV

#### Equal Employment Opportunity/ Affirmative Action Policy and University Commitment to Diversity, Equity and Inclusion (Text moved from former Part VI)

*Revised 1-24*

##### 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 a supportive environment where all members of the ECU community thrive, all faculty members are encouraged to engage in professional development each academic year related to teaching, scholarship, and service in the faculty member’s academic field that promotes the university mission (student success, regional transformation, or public service).

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.