

EQUAL RIGHTS FOR HIRED PERSONNEL (Andrews University Working Policy 2:110)

The basic teachings and international nature of the Seventh-day Adventist Church require of its employing entities a commitment in philosophy and practice to the doctrine of equal human rights. The governing body of Andrews University abides by the following practices and policies in the treatment of hired personnel:

1. Decisions for the promotion of employees will be based upon the qualifications of the individual as related to the requirements of the position for which the employee is being considered, and shall be done with the input of peers as outlined in policies #1:818 and 2:307.
2. Equal employment conditions with no discrimination against any employee because of race, color, creed, ethnic background, country of origin, age, sex, height, weight, physical handicap, marital status, political or gender preference, or past military service, except where a bona fide occupational qualification exists. (See also Section 1, Appendix I)
3. Compensation and benefits will be administered without discrimination as noted in (2) above.