

**Director of Affirmative Action, EEO, Diversity and Inclusion, & Title IX Coordinator**  
**RHODE ISLAND COLLEGE**

Rhode Island College invites applications for the full-time position of Director of Affirmative Action, EEO, Diversity and Inclusion, & Title IX Coordinator. The individual will provide leadership and serve as an educator, trainer and spokesperson at the college and in the community regarding issues of access, equity, opportunity and Title IX. Develop, implement, supervise and monitor affirmative action/equal opportunity employment programs in compliance with government regulations, Board of Education policy and the college's goals and strategic plan to enhance diversity and inclusion within the college community. Ensure that the spirit of the college's AA/EEO policies are being developed and maintained in all areas. Maintain record-keeping procedures, conduct compliance reviews, prepare AA/EEO reports and plans, and monitor all stages of job searches. Conduct or supervise investigations and monitor complaints of civil rights violations including discrimination, harassment and sexual misconduct under Title IX. Provide counseling, technical assistance, compliance, and training as needed, in matters related to equity, inclusion, diversity, affirmative action, unlawful harassment prevention, and sexual misconduct prevention.

Established in 1854, Rhode Island College is the oldest of the three public institutions of higher education in Rhode Island that operates under the aegis of the Rhode Island Council on Postsecondary Education. The 180-acre campus in the Mount Pleasant section of Providence combines easy access to the benefits and resources of the metropolitan area with a suburban atmosphere. Rhode Island College has undergone expansion in recent decades at the undergraduate and graduate levels. The college now serves approximately 8,500 students in courses and programs on and off campus.

**Required qualifications include:**

- A Bachelor's degree with seven years of related field experience OR a Master's degree with five years of related field experience.
- Three of the years of experience must have been managing AA/EEO and diversity programs, including responding to complaints.
- Experience analyzing and reporting on affirmative action and equal opportunity data.
- Experience administering Title IX and/or handling Title IX investigations.
- Demonstrated ability to lead, coordinate and inspire individuals with different perspectives in a large and complex environment and to work collaboratively with faculty, staff, students, administrators and community partners.
- Demonstrated knowledge of and ability to interpret federal and state equal opportunity and non-discrimination laws and regulations including Title IX, and other applicable laws and regulation such as: AA/EEO, Title VI, Title VII, Title IX, VAWA and the Campus Save Act, the ADA of 1990 and Amendment Act of 2008, Sections 503 and 504 of the Rehabilitation Act, the VRRRA, the Veterans' Readjustment Assistance Act and USERRA and any related regulations.

**Preferred qualifications in any of the following:**

- JD and five years of progressively responsible experience in employee relations, equal opportunity/affirmative action or human resources or related field.
- Experience conducting or supervising discrimination and harassment investigations.
- Experience and/or training in responding to complaints of sexual harassment and sexual violence as well as complaint investigation and resolution.
- Experience collaborating with other units and developing campus wide strategies for implementation of programs to prevent discrimination and harassment.
- Previous higher education experience in a senior-level administrative position.
- Experience in a unionized environment.

**Application deadline:** Open until filled but priority given to applicants who apply by August 26, 2016.

**IMPORTANT:** For full job description, which includes additional responsibilities and requirements for the position and application procedures, see our web site at <https://employment.ric.edu/>

Candidates must apply on-line, using Rhode Island College's PeopleAdmin Applicant Tracking system.

*As an Affirmative Action/Equal Opportunity institution which values and is committed to inclusion and expanding the diversity of its faculty and staff, the College invites members of protected classes, including minorities and persons with disabilities, to identify themselves as such at the time of application.*

[www.ric.edu](http://www.ric.edu)

Apply Here: <http://www.Click2Apply.net/wwkf5b8bsg>