AFFIRMATIVE ACTION PROGRAM SUMMARY

The New School
66 West 12th Street
New York, NY 10011

November 1, 2013 through October 31, 2014
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UNIVERSITY PROFILE

<table>
<thead>
<tr>
<th>University Name:</th>
<th>The New School</th>
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</thead>
<tbody>
<tr>
<td>University Address:</td>
<td>66 West 12th Street New York NY 10011</td>
</tr>
<tr>
<td>AAP Date:</td>
<td>November 1, 2013 through October 31, 2014</td>
</tr>
<tr>
<td>Corporate Senior Manager:</td>
<td>David E. Van Zandt, President</td>
</tr>
<tr>
<td>Corporate EEO Officer:</td>
<td>Carol S. Cantrell, EEO Officer</td>
</tr>
<tr>
<td>Phone:</td>
<td>(212)229-5671 ext.4900</td>
</tr>
<tr>
<td>Email:</td>
<td><a href="mailto:cantrellc@newschool.edu">cantrellc@newschool.edu</a></td>
</tr>
<tr>
<td>SIC:</td>
<td>8221</td>
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<tr>
<td>NAICS:</td>
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UNIVERSITY BACKGROUND

ABOUT THE NEW SCHOOL
The New School is a world-renowned, nontraditional institution for innovative higher learning. Founded as a reaction to assaults on academic freedom after World War I, the school has consistently provided university-level education to working adults, offered a forum for engaged discussion that connects New York City’s vibrant artistic world with its larger, intellectually engaged population, and supplied refuge for endangered scholars, especially in the social sciences. Today the school offers 135 degree and diploma programs housed in seven academic divisions as well as a robust continuing education program.

Over time, particularly in the last 30 years, The New School has grown from a small school into a prominent university. From its Greenwich Village, New York campus, it is a leading nontraditional institution of higher education containing some of the nation’s most respected programs in design, liberal arts, the performing arts, and social and political science. Students from across the country and around the world attend The New School’s diverse programs, enjoying small class sizes, superior resources, and a renowned faculty of artists, scholars and professionals who practice what they teach. The New School’s founding mission was to create a place where global peace and justice were more than theoretical ideals. To this day, New School faculty find the university a dynamic place to pursue new knowledge, while students participate in programs that strive for academic excellence, technical mastery, innovation, and engaged world citizenship. In its current phase, The New School is positioned as the leading institution of higher education at the intersection of design and social research.

The university includes 6,877 undergraduate students and 3,565 graduate students taught by more than 2,000 full- and part-time faculty members and supported by approximately 800 staff and administrators.

THE NEW SCHOOL FOR SOCIAL RESEARCH
Degrees awarded: MA, MPhil, PhD; dual bachelor’s/master’s degrees with Lang College

The New School for Social Research provides an education grounded in history and informed by a legacy of critical thought and civic engagement. The School fosters the highest standards of scholarly inquiry while addressing issues of major political, cultural and economic concern. Students are intellectually curious, highly motivated, and committed to effecting positive change in their chosen fields. New York City serves as home and laboratory, and students and faculty take advantage of uncommon resources and real-world opportunities to help them pursue their goals. The interdisciplinary education offered by The New School for Social Research explores and promotes global peace and justice as more than theoretical ideals.

The New School for Social Research is a second home for students from a variety of geographical, cultural, economic, and political backgrounds. The School offers master’s and
doctoral programs in anthropology, economics, philosophy, political science, psychology, and sociology, and interdisciplinary master’s programs in historical studies and liberal studies. It enrolls more than 1,000 students from all regions of the United States and from more than 70 countries.

PARSONS THE NEW SCHOOL FOR DESIGN
Degrees awarded: AAS, BFA, BBA, MFA, MA; dual bachelor’s/master’s degrees with Lang College

Parsons The New School for Design is one of the premier degree-granting colleges of art and design in the world. A pioneer in art and design education since its founding in 1896, Parsons has cultivated outstanding artists, designers, scholars, businesspeople, and community leaders for more than a century. Today, when design thinking is increasingly employed to solve complex global problems, Parsons is leading new approaches to art and design education. Throughout their journey, parsons students benefit from instruction and mentorship by some of the most accomplished artists, designers, architects, photographers, illustrators, scholars and critics in the world. Under the guidance of this renowned faculty, they learn to weave together different areas of expertise to radically rethink their fields.

Parsons’ five schools, which encompass 27 rigorous undergraduate, associate, and graduate degree programs, offer options for both focused training and interdisciplinary study. In fall 2013, Parsons will begin offering degree programs at its new Paris campus. In addition, Parsons offers a wide range of open enrollment and continuing education programs for students of all ages.

EUGENE LANG COLLEGE THE NEW SCHOOL FOR LIBERAL ARTS
Degrees awarded: BA, BS; dual BA/BFA with Parsons ad with Jazz and Contemporary Music

Eugene Lang College The New School for Liberal Arts provides an exceptional undergraduate experience for students for whom the traditional template of the ivory tower is too far removed from the issues and intrigues of the world at large. Under the mentorship of faculty advisors, recent high school graduates and young transfer students from around the world develop their own curricula within and across 12 paths of study: Cultural Studies and Media; Literature; Writing; the Arts; Philosophy; Psychology; History; Science, Technology, and Society; Social and Historical Inquiry; Urban Studies; Religious Studies; and Education Studies. With Greenwich Village as a campus and recognized scholars, writers, and artists as instructors, students at Lang enjoy a unique advantage over their peers at other institutions.

MANNES COLLEGE THE NEW SCHOOL FOR MUSIC
Degrees awarded: BS, BM, MM, Professional Studies Diploma

Mannes College The new School for Music is dedicated to advancing the creative role of music in all aspects of a rapidly changing society. Mannes seeks to develop citizen artists who engage
with the world around them in and through music, in traditional, new and emergent forms of practice.

Mannes is the rapidly-evolving 100-year-old music conservatory at The New School. Often highly traditional, Mannes shifts easily into something radical. Today and tomorrow Mannes will increasingly reflect the polyglot nature of concert music in the 21st century. From acoustic and period instruments to the latest technologies and approaches to engagement, Mannes shape-shifts from a discrete division to one that is highly collaborative and dynamic.

Mannes is dedicated to lifelong learning, serving students from ages four to 84 years old, through its College, preparatory, and Extension divisions.

THE NEW SCHOOL FOR DRAMA
Degrees awarded: BFA, MFA

The New School for Drama is a rigorous, collaborative conservatory program for theater artists leading to degrees in acting, directing or playwriting. The faculty includes some of the finest theater professionals in the United States. The New School has had a theater arts curriculum since 1945, when it gave a home to Erwin Piscator’s Dramatic Workshop, and a long and rewarding history of involvement with the theater. Artists as distinctive as Tennessee Williams and Marlon Brando found their singularity here, under the wing of Piscator’s workshop and a faculty that included Stella Adler and Lee Strasberg. The graduate drama school was established in 1994 and has become a vibrant center of theater innovation.

THE NEW SCHOOL FOR JAZZ AND CONTEMPORARY MUSIC
Degrees awarded: BFA; dual BA/BFA degree with Lang College

The New School for Jazz and Contemporary Music offers talented musicians an exceptional opportunity to train with professional artists from New York City’s illustrious jazz community. Students develop their individual creative voices as they work to meet the high standards set by faculty. The school’s teaching model is based on the tradition of artist as mentor and is implemented by accomplished career musicians with significant links to the history and evolution of jazz, blues, pop and new genres. Faculty members are renowned professional musicians who teach as much about working in the field as they do about performance, with the advantage of small, ensemble classes augmented by performance and internship opportunities. The new School for Jazz fuses art, life and education to produce new kinds of musicians – ones artistically, professionally, and academically prepared to make important contributions to their kinetic field.
THE NEW SCHOOL FOR PUBLIC ENGAGEMENT
Degrees awarded: BA, BS, MA, MFA, MS, Ph.D.

The New School for Public Engagement is the university's founding division. The mission of The New School for Public Engagement is to create and nurture a learning community marked by interdisciplinary engagement with real-world issues and the integration of professional, civic, and liberal learning. The common thread that runs across the division's diverse academic programs is a commitment to learning that makes a difference in the world. In order to realize this commitment, the division aspires to provide an educational experience that is integrative, boundary-crossing, and collaborative. The division connects theory to real-world practice, training students to address civic life, to create new forms of culture, and to respond to contemporary challenges in their communities and throughout the world.

The New School for Public Engagement comprises five schools: the School of Undergraduate Studies, the Milano School of International Affairs, Management and Urban Studies, the School of Media Studies, the School of Writing, and the School of Language Learning and Teaching. Each school embodies the division's mission in its own way, offering students unique opportunities to pursue their academic, professional, and civic aspirations in tandem.
CONFIDENTIAL INFORMATION

This Affirmative Action Program (hereinafter referred to as AAP) contains confidential information, which is subject to the provisions of 18 U.S.C. §1905. *Chrysler Corp. v. Brown*, 441 U.S. 281, 19 FEP 475 (1979). Copies of this AAP and all related appendices, documents, and support data are made available on loan to the U.S. Government upon the request of said Government, on the condition that the Government hold them confidential and not release copies to any persons whatsoever. This AAP and its exhibits, appendices and all other supporting documents contain confidential information which may reveal, directly or indirectly, describe the University’s plans for business or geographical expansion or contraction. considers this AAP to be exempt from disclosure, reproduction and distribution under the Freedom of Information Act upon the grounds, among others, that such material constitutes: (1) personnel files, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy, which are exempt from disclosure under 5 U.S.C. §552(b)(6); (2) confidential, commercial, or financial information, which is exempt from disclosure under 5 U.S.C. §552(b)(4); (3) investigatory records compiled for law enforcement purposes, the production of which would constitute an unwarranted invasion of personal privacy, which are exempt from disclosure under 5 U.S.C. §552(b)(7)(c); and (4) matters specifically exempted from disclosure by statute under 5 U.S.C. §552(b)(3). Notice is hereby given of a request that portions of this AAP be kept confidential. Therefore The New School wishes to make it clear that it does not consent to the release of any information whatsoever contained in this AAP under the Freedom of Information Act or otherwise. If the U.S. Government, or any agency or subdivision thereof, is considering breaching the conditions under which this AAP was loaned to such Government, or is considering a request for release of this AAP under the Freedom of Information Act, a request is hereby made that the Government immediately notify The New School’s corporate CEO and/or its counsel of any and all Freedom of Information Act requests received by the government or any other contemplated release of this AAP by the Government, which relates to information obtained by the Government. The New School further requests that anyone who has any contact with this AAP or its supporting data treat such information as confidential and that such information not be released to any person whatsoever. Retention or disclosure of information relating to identifiable individuals may also violate the Privacy Act of 1974. Unauthorized release of information with regard to this plan will be regarded as grounds for civil prosecution.
INTRODUCTION

This AAP was compiled and written to effectively implement The New School's equal employment opportunity policies and affirmative action programs as required by 41 CFR 60, pursuant to the provisions in Executive Order 11246, as amended, Section 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, Section 503 of the Rehabilitation Act of 1973, as amended, et seq., Title VII of the Civil Rights Act of 1964 & 1991, the Age Discrimination Act of 1975, the Immigration Reform and Control Act of 1986, the Family Medical Leave Act of 1993, the Uniform Guidelines of Employee Selection Procedures of 1978, the Fair Labor Standards Act of 1936 and the Equal Pay Act of 1986. Therefore, the terminology used in developing this AAP is required by the aforementioned regulations and have no legal or genuine significance. The use of terms such as “underutilization”, “deficiency”, “problem areas”, "underrepresentation", "adverse impact", "adversely affected", do not signify that, The New School agrees that these terms are properly applied to any particular factual circumstances and it is not an admission of noncompliance with any of the aforementioned EEO laws or regulations.

According to the regulations supra, The New School has set an affirmative action "goal" in areas where the percentage of employees of the specific group being analyzed are less than 80% of the availability of that group in the geographic area where recruitment was conducted. With regard to compensation, adverse impact in personnel actions etc., and the other statistical analyses conducted as part of this plan, The New School has combined specific job titles into required job groups. However, this does not indicate that The New School has done so in order to imply that these job titles are of comparable worth.
DISSEMINATION OF POLICY

Internal Dissemination

1. The New School includes its EEO policy in its policy manual distributed and made available to all managers and employees.
2. The New School publishes and reiterates the EEO policy in University publications when applicable.
3. The EEO policy and Affirmative Action responsibilities are discussed periodically at management meetings, reinforcing the position of David E. Van Zandt, The New School’s President, on equal employment opportunity at that time.
4. Employees are trained on their personal EEO responsibilities.
5. The EEO policy is discussed at employee orientation and in management training courses.
6. The EEO policy and other required posters are placed on University bulletin boards where employees and applicants can view them at any time. Moreover, the EEO clause is included in all job postings, and advertisements to reaffirm The New School’s commitment to the policy.
7. In consumer product advertising, where employees are featured, both minority and non-minority men and women are featured.
8. Employees are made aware of the availability of the Affirmative Action Program and the hours to view it as to enable such employees to benefit from the plan. The name of the EEO Officer, to whom all questions, comments or complaints should be directed, is included in this notice.
9. Training programs and all other employment benefits are offered to employees without regard to race, color, national origin, religion, sex, age, disability, or veteran status.
DISSEMINATION OF POLICY (cont’d)

External Dissemination

1. All recruitment sources are notified of the University's nondiscrimination policy. Furthermore, the notification stipulates that the recruitment source actively recruit and refer minorities and women for all positions listed.

2. The EEO clause is included in all covered purchase orders as required by the regulations at Executive Order 11246, as amended. This notification shall include their obligation to annually file their EEO-1 reporting form and, for employers with fifty (50) or more employees and contracts of $50,000 or more, their obligation to develop a written affirmative action plan.

3. Minority and female organizations, secondary schools, community leaders etc., are notified of the University policy when used as recruitment sources.

4. Prospective employees are notified of the existence of the plan at such time that they may take advantage of its benefits.

5. When advertising for marketing purposes, pictures of both minority and non-minority men and women are shown. Additionally, all advertisements shall include the EEO clause as required.

6. Written notification of the University policy is sent to all applicable vendors, suppliers etc., requesting appropriate action on their part, in compliance with the regulations at Executive Order 11246, as amended Section 503 of the Rehabilitation Act of 1973, as amended and Section 4212 of the Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended.
DESIGNATION OF RESPONSIBILITY FOR IMPLEMENTATION §60-2.17(a)

Corporate Responsibility - David E. Van Zandt, University President, has assigned responsibility for the implementation of the EEO policies and Affirmative Action Program to Carol S. Cantrell, EEO Officer. Ms. Cantrell has been given the requisite top management support and staff necessary to complete the requirements of the programs including, but not limited to:

1. Ensuring that the EEO policy statements, Affirmative Action Programs, and internal and external communications related to said plans are developed and updated regularly.
2. Assisting in the identification of "problem areas."
3. Assisting in the development of internal auditing systems.
4. Assisting in the measurement of the programs need for remedial action and determination of whether goals have been met.
5. Serving as liaison between government agencies and The New School.
6. Directing staffs, who serve as liaisons for community organizations concerned with the employment of females and minorities.
7. Informing management of developments in the area of EEO.
8. Discussing EEO policies with managers, supervisors, and employees to ensure compliance with said policies.
9. Involvement in the internal and auditing procedures in an effort to remove impediments and obtain established goals.
10. Reviewing the qualifications for all employment actions for hire, promotion, transfer, termination etc. to ensure non-discrimination in personnel actions.
11. Ensuring the desegregation of the facility and that comparable privileges and benefits are afforded to all employees in a non-discriminatory manner.
12. Ensuring that minorities and females are permitted to participate in all University sponsored events.
13. Informing Supervisors responsible for personnel actions that their work performance is evaluated on the basis of the EEO efforts and results as well as other criteria.
14. Confirming that technical aspects of the Affirmative Action Plan such as proper display of the EEO posters and policies are in place.
15. Assisting in providing information such as statistical data to complete the plan.
16. Assisting employees in resolving EEO complaints should they arise.
DESIGNATION OF RESPONSIBILITY FOR IMPLEMENTATION §60-2.17(a) (cont’d)

Managers’ Responsibility - The responsibilities of managers involved in the personnel processes include, but are not limited to, the following:

1. Assisting in the identification of problem areas and any affirmative action goals at time of recruitment in their specific department or job titles supervised.
2. Periodic training on any EEO updates.
3. Monitoring and eliminating any violations of the EEO policy and reporting violations to top level management and human resources in an expeditious manner, as well as participating in the investigation of any complaints.
4. Participating in the measurement and achievement of affirmative action goals.
5. Making employment decisions without regard to race, color, national origin, sex, age, religion, disability, or veteran status.
6. Ensuring that the workplace is free from any offensive materials at all times.
IDENTIFICATION OF POTENTIAL PROBLEM AREAS §60-2.17(b)
An in-depth analysis is conducted regularly to compare each organizational unit by individual minority group and sex, including but not limited to, the following areas:

1. Organizational Profile, Utilization Analysis, Availability Analysis, Job Group Analysis, JAAR, IRAs and
   1. Compensation Analysis.
2. Applicant flow data.
3. Position descriptions, application forms, interview procedures, and referral and selection procedures.
4. Hire, transfer, termination and promotion practices.
5. University sponsored events are non-discriminatory.
6. Seniority practices are non-discriminatory.
7. Training programs are non-discriminatory.
8. Requisite posters and notifications are given ensuring the technical phases of compliance with the regulations.

ESTABLISHING PLACEMENT GOALS

UNDERUTILIZATION ANALYSIS 80% RULE - There was underutilization identified in the following job groups applying the 80% Whole Person Rule.

<table>
<thead>
<tr>
<th>Job Group</th>
<th>Protected Group</th>
<th>Shortfall</th>
<th>2 Standard Deviations</th>
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</thead>
<tbody>
<tr>
<td>15 INSTITUTIONAL/CHIEF FUNCTIONAL</td>
<td>MINORITIES ASIANS</td>
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<tr>
<td>20 FACULTY/CORPS OF INSTRUCTION</td>
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<td>BLACKS HISPANICS</td>
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<td>3.07 SD</td>
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<td>21 ASST/ASSOC/VSTG FACULTY</td>
<td>AMERICAN INDIANS</td>
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<td>22 PROFESSIONALS WITH ACAD STATUS</td>
<td>BLACKS</td>
<td>31</td>
<td>4.21 SD</td>
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<td>AMERICAN INDIANS</td>
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<td>2.02 SD</td>
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<td>51 OFFICE/CLERICAL</td>
<td>ASIANS</td>
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<td>70 OPERATIVES</td>
<td>FEMALES</td>
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<td></td>
<td>BLACKS</td>
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<td>ASIANS</td>
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The analysis was examined to identify any possible reasons for the underutilization. The following summarizes each job group where underutilization was identified.

In the 15 Institutional /Chief Functional job group there was underutilization for Minorities and Asians with a shortfall of 1 each to meet the goals where the expected availability is 12.95% for minorities and 4.01% for Asians. Currently there are 41 employees with 4 minorities and 0 Asians in this category. Last year there was 1 non-minority hire but there were also 8 promotions including 3 minorities, one of whom was Asian, however it was not quite enough to reach the goal. There were also 3 non-minority terminations. If there are job openings this plan year the University will try to find qualified Asian applicants in an effort to reach both goals.
There was also underutilization for minorities, Blacks and Hispanics in the 20 Faculty/Corps of Instruction group where the estimated availability is 20.04%; 5.74% and 4.48% respectively and currently there are 9 minorities including 2 Blacks and 1 Hispanic out of 60 employees in this category. This leaves a shortfall of 3 total minorities including 1 Black and 1 Hispanic. Last year there were 3 hires including 1 minority but not enough to meet the goals. There were no promotions and 4 terminations in this job group including 1 minority, leaving the disparity. Since there were few movements in this group the University will take good faith efforts to find qualified minorities to apply this plan year.

For the 21 Asst/Assoc/Vstg Faculty group there is underutilization for American Indians with a shortfall of 1 placement to meet the goal. The University will try to find American Indian applicants from these groups this plan year.

In the 22 Professionals with Academic Status group there is underutilization for Blacks and American Indians with shortfalls of 31 Blacks and 12 American Indians. This is a huge job group including Faculty and Teaching staff, with 2040 incumbents; these are all external placements and availability is derived from the United States census data. Last year there were 308 hires including 8 Blacks but none identified as American Indians. There were also 310 terminations which included 19 Blacks and 1 American Indian leaving the disparity. As job openings occur this plan year, the University will take good faith efforts to find Black and American Indians to apply for these positions in an effort to meet the goals.

For the 51 Office/Clerical category there was underutilization for Asians where the estimated availability is 9.83% while there are currently 6 out of the 126 incumbents. This gives a shortfall of 6 Asian placements to meet the goal. There were only 6 hires last year and 3 promotions but none were Asian. Also there were 13 employees who terminated including 1 Asian, leaving the difference. The University will do outreach to find more and better qualified Asian candidates this plan year.

There was underutilization against females in the 70 Operatives group with 83 incumbents and 12 females where the expected availability in the New York, NY area is 19%. There were 20 hires with 1 female but not enough to meet the goal last year. The University will try to recruit females for these jobs this plan year.

Finally, there was underutilization for females, minorities, Blacks and Asians in the 80 Service/Maintenance Supervisor positions. There are currently 90 employees in this job group with 4 females; 51 minorities; 10 Blacks and 4 Asians, while the estimated availability for female Maintenance workers is 9.02%; 75.69% for minorities; 19.53% for Blacks, and 5.83% for Asians. This makes a shortfall of 4 females; 17 minorities; 7 Blacks and 1 Asian placement to meet the goals. There were a total of 3 hires into this job group last year. Further contributing to the disparity, there were no promotions and 4 of the 6 employees who terminated were minorities including 2 females. The University will try to find qualified females and more minorities overall to apply this plan year.
UNDERUTILIZATION ANALYSIS TWO STANDARD DEVIATIONS - There was underutilization identified for Blacks and American Indians in the 22 - Professionals with Academic Status job group, with 2.96 and 3.07 standard deviations respectively. This indicates that the disparities in this category are statistically significant. There was also a disparity of over two standard deviations in the 80 Service Maintenance Supervisor group against minorities and Blacks specifically with 4.21 and 2.02 standard deviations respectively. Accordingly, as mentioned supra, the University will focus good faith efforts on these positions as the differences between the availability and incumbency are more severe for these two job groups.

PRIOR YEAR GOALS- The following summarizes the affirmative action goals from prior years. The University has taken good faith efforts to reach these goals and the table below identifies which goals have been met as well as where goals persist. The University has met 1 of the prior year goals but has 5 additional goals and 7 goals that persist. Accordingly, the University will continue to make efforts to meet the goals that were not met over the past several years as well as the in the new categories.

<table>
<thead>
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<th>Job Group</th>
<th>Protected Group</th>
<th>Past Goals Met?</th>
<th>Add’l goal this plan year</th>
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<td>BLACKS</td>
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<td></td>
<td>HISPANICS</td>
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<td>21 ASTT/ASSOC/VSTG FACULTY</td>
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<tr>
<td></td>
<td>ASIANS</td>
<td>No</td>
<td></td>
</tr>
</tbody>
</table>

JOB AREA ACCEPTANCE RANGE ANALYSIS-A JAAR analysis was run by organizational unit to identify any potential underrepresentation or concentration by department.

<table>
<thead>
<tr>
<th>Department</th>
<th>Underrepresentation</th>
<th>Concentration</th>
<th>Size of Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>DESIGN &amp; CONSTRUCTION</td>
<td>7.99 SD FEMALES</td>
<td>5.73 SD MINORITIES</td>
<td>53 MINORITIES OUT OF 106 TOTAL</td>
</tr>
<tr>
<td>DEVELOPMENT &amp; ALUMNI RELATIONS</td>
<td></td>
<td>2.86 SD FEMALES</td>
<td>26 FEMALES OUT OF 35 TOTAL</td>
</tr>
<tr>
<td>ENROLLMENT MANAGEMENT</td>
<td></td>
<td>6.13 SD MINORITIES</td>
<td>59 MINORITIES OUT OF 106 TOTAL</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3.94 FEMALES</td>
<td>80 FEMALES OUT OF 106 TOTAL</td>
</tr>
<tr>
<td>FINANCE &amp; BUSINESS</td>
<td></td>
<td>4.24 SD MINORITIES</td>
<td>29 MINORITIES OUT OF 58 TOTAL</td>
</tr>
<tr>
<td>INFORMATION TECHNOLOGY</td>
<td>4.44 SD FEMALES</td>
<td></td>
<td>18 FEMALES OUT OF 74 TOTAL</td>
</tr>
<tr>
<td>NEW SCHOOL FOR DESIGN</td>
<td></td>
<td>3.17 SD MINORITIES</td>
<td>293 MINORITIES OUT OF 1339 TOTAL</td>
</tr>
<tr>
<td>NEW SCHOOL FOR DRAMA</td>
<td>3.33 SD MINORITIES</td>
<td></td>
<td>3 MINORITIES OUT OF 53 TOTAL</td>
</tr>
<tr>
<td>NEW SCHOOL FOR JAZZ</td>
<td>4.81 SD FEMALES</td>
<td></td>
<td>15 FEMALES OUT OF 70 TOTAL</td>
</tr>
<tr>
<td>NEW SCHOOL FOR MUSIC</td>
<td>3.58 SD MINORITIES</td>
<td></td>
<td>44 MINORITIES OUT OF 272 TOTAL</td>
</tr>
<tr>
<td>NEW SCHOOL FOR PUBLIC ENGAGEMENT</td>
<td>3.86 SD MINORITIES</td>
<td>3.5 SD FEMALES</td>
<td>117 MINORITIES OUT OF 619 TOTAL</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>354 FEMALES OUT OF 619 TOTAL</td>
</tr>
<tr>
<td>SECURITY</td>
<td>6.77 SD FEMALES</td>
<td>11.19 SD MINORITIES</td>
<td>71 MINORITIES OUT OF 93 TOTAL</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>14 FEMALES OUT OF 93 TOTAL</td>
</tr>
<tr>
<td>STUDENT SERVICES</td>
<td></td>
<td>4.11 SD MINORITIES</td>
<td>38 MINORITIES OUT OF 84 TOTAL</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2.37 SD FEMALES</td>
<td>53 FEMALES OUT OF 84 TOTAL</td>
</tr>
</tbody>
</table>
An in-depth analysis was conducted that revealed the Departments listed above have over 30 or more incumbents and disparities over 2 standard deviations. Accordingly, managers in these Departments will be informed of the disparities and the University will continue to monitor the selection process to ensure equity in all personnel decisions.
ACTION ORIENTED PROGRAMS §60-2.17(c)

1. A detailed analysis of position descriptions is performed periodically to ensure they reflect actual position functions and are as consistent as possible.
2. Job performance specifications are as consistent as possible and are free from discriminatory criteria or bias.
3. Position descriptions are distributed to all involved in the screening and selection processes.
4. The selection process is evaluated periodically to insure non-discriminatory practices.
5. Management is trained periodically on proper selection procedures and compensation policies.
6. The New School follows the requirements of the OFCCP Uniform Guidelines on Employee Selection Procedures as required.
7. Minority and female employees are encouraged to refer applicants for positions.
8. The local state employment service is notified of all applicable job openings.
9. Management has been notified of any potential issues of underutilization and/or underrepresentation in their specific departments.
10. Recruitment sources will continue to be notified of the University's affirmative action responsibilities when openings occur.
CORRECTIVE ACTION

In the implementation of the action-oriented programs for the current AAP year, the following corrective action and implementation processes have been executed:

1. The applicant flow tracking methodology has been reviewed for accuracy.
2. Management has been reminded of their EEO and Affirmative Action responsibilities.
3. Employees will be reminded of the University's EEO policies.
4. Senior management will reaffirm its commitment to the University's EEO and Affirmative Action policies, and policies will be posted for employees and applicants to see.
5. Recruitment sources have been notified of the University's commitment to equal employment opportunities and its affirmative action responsibilities.
6. Recruitment sources have been expanded, where necessary, according to goals set in each job group. The University will continue to research new recruitment sources to attract qualified applicants in the underutilized job groups.
7. Vendors and subcontractors will continue to be notified of their affirmative action responsibilities.
8. Records will be kept in order to conduct the appropriate analyses.
9. All necessary posting requirements have been met.
10. All relevant government reports have been submitted including the the VETS-100 report to the appropriate agencies.
11. Good Faith Efforts will be taken to correct any discrepancies due to underutilization, underrepresentation/concentration, and/or adverse impact identified in the current analyses.
12. The compensation system will be analyzed and monitored to ensure that any disparities in pay between the males and females identified in the compensation analysis is based on non-discriminatory factors such as; performance, previous job experience, education, training, professional achievements etc., or some other non-discriminatory measurement.
INTERNAL AUDIT AND REPORTING SYSTEMS §60-2.17(d)

The New School monitors the selection procedures to ensure non-discriminatory practices and annually updates its Affirmative Action Programs to ensure they are being carried out properly. Reports on the results of these audits are communicated with all levels of management periodically. Top management is regularly informed of the progress and effectiveness of the plans and any recommendations to improve the attainment of specified goals.

Furthermore, all personnel actions such as hires, promotions, terminations etc. will be analyzed for any possible adverse impact against any specific minority group and/or females. Where adverse impact is found, corrective action will be taken. Additionally, the compensation system is periodically reviewed and compares candidates in individual job titles performing the same job functions at the same facility to ensure nondiscrimination in setting salaries, benefits, bonus plans and wage increases.
SEX DISCRIMINATION GUIDELINES

It is the University's policy not to discriminate against employees or applicants for employment based upon sex or gender. Recruitment, selection, advertising, promotional opportunities, transfers, employment training, layoffs or terminations, rates of pay or any other form of employment compensation and all employment related decisions are made regardless of sex or gender and are strictly made upon the qualifications for the position.

RECRUITMENT & ADVERTISMENT
All recruitment activity is conducted without regard to sex or gender for all jobs, unless, there exists a bona fide occupational qualification for the position. Advertising does not indicate sex preference for any positions for which there is not a bona fide occupational qualification for the position. All advertising includes the appropriate EEO clause as required.

JOB POLICIES & PRACTICES
Personnel policies expressly indicate that there shall be no discrimination against individuals based on sex or gender. Employees of both sexes are provided equal opportunity to all job openings for which they are qualified. The University does not make employment decisions on job openings, wages, hours, or other conditions of employment based on sex or gender. Furthermore, the University does not distinguish between employer contributions for insurance benefits, pensions, and other "fringe benefits" on the basis of sex.

No distinction is made between married and unmarried persons of one particular sex. Likewise, the University does not deny employment opportunities to applicants or employees with children of either sex, nor does it discriminate against individuals based upon sex with regard to a mandatory or optional retirement age.

All University facilities are desegregated and appropriate physical facilities are provided for both sexes. The University does not deny employment to females in reliance upon any State "protective" laws, nor from working certain hours or at jobs requiring lifting or carrying more than designated weights.

Females are not discriminated against in their employment conditions because they are required to take leaves of absences for childbearing. Childbearing is considered a justification of a leave of absence under the University's leave policy and is treated like any other medical condition. Females are granted a reasonable amount of time under the leave policy for childbearing. Following childbirth, and upon signifying her intent to return to work within a reasonable time period, females will be reinstated to their original job or position of like status without change in pay or loss of seniority.

SENIORITY SYSTEMS
Seniority systems do not distinguish between employees on the basis of sex or gender.
SEX DISCRIMINATION GUIDELINES (cont’d)

DISCRIMINATORY WAGES
Wages are not based on the sex or gender of employees or applicants for employment. Employees are not restricted to specific job titles, departments or classifications based upon their sex or gender.

AFFIRMATIVE ACTION
The University takes affirmative action to recruit and employ females into jobs where they have been traditionally excluded, specifically in management and lines of progression to supervisory positions. Employees of both sexes have equal opportunity to all training programs provided by the University.

SEXUAL HARASSMENT
The University does not tolerate sexual harassment in the form of unwelcome sexual advances, requests for sexual favors, or any other verbal or non-verbal conduct of a sexual nature. The aforementioned conduct is strictly prohibited by University policy and there is a confidential grievance procedure for handling harassment complaints based upon sex or gender, which is communicated to all employees.
NATIONAL ORIGIN AND RELIGIOUS DISCRIMINATION GUIDELINES

EQUAL EMPLOYMENT POLICY
It is the University's policy not to discriminate against employees or applicants for employment based upon religion or national origin. Recruitment, selection, advertising, promotional opportunities, transfers, employment training, layoffs or terminations, rates of pay or any other form of employment compensation and all employment related decisions are made regardless of an individual's religion or national origin and are strictly made upon the qualifications for the position. Outreach and recruitment is conducted without regard to religion or national origin and the University monitors these processes to ensure it is nondiscriminatory, including but not limited to the following:

1. The University disseminates its equal opportunity policy to all employees and applicants for employment;
2. The University conducts internal auditing procedures to ensure that nondiscriminatory procedures are in place without regard to religion or national origin;
3. The University periodically reiterates its commitment to equal employment opportunity through training and informational meetings;
4. All recruitment sources are notified of the University's EEO policies and responsibilities and its commitment to provide equal opportunity without regard to religion or national origin.

ACCOMMODATIONS TO RELIGIOUS OBSERVANCES AND PRACTICES
An employee or prospective employee's religious observances will be accommodated when reasonably possible, unless there exists an undue hardship on the University's business. The University will consider business necessity, financial costs and expenses and resulting personnel problems when making these accommodation decisions.

NONDISCRIMINATION
The University does not discriminate against any qualified applicant or employee because of race, color, sex, age, disability, or veteran status in implementing the aforementioned policies of nondiscrimination based on religion or national origin.
AFFIRMATIVE ACTION PROGRAM FOR INDIVIDUALS WITH DISABILITIES, VETERANS OF THE VIETNAM ERA AND SPECIAL DISABLED VETERANS

§503 of the Rehabilitation Act of 1973, as amended; §4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, (VEVRA) and; The Jobs for Veterans Act (JVA)

This plan was developed for covered veterans and individuals with disabilities and prepared in accordance with Executive Order 11758; Section 503 of the Rehabilitation Act of 1973, as amended; 41 C.F.R. §60-741 (Affirmative Action Program for Handicapped Persons); Section 4212 of the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended; 41 C.F.R. §60-250 (Affirmative Action and Nondiscrimination Obligations of contractor and Subcontractors Regarding Special Disabled Veterans and Veterans of the Vietnam Era); and 29 CFR §1608 (EEOC Guidelines on Affirmative Action).

Coverage under affirmative action laws and regulations applies to Special Disabled Veterans and Vietnam Era Veterans as defined by 41 C.F.R. §60-250.2. For the purposes of this affirmative action plan, special disabled veterans are those who qualify for compensation under the laws administered by the Department of Veterans Affairs for a disability of 30 percent or more or at 10 or 20 percent in the case of a veteran who has been determined to have a serious employment handicap or who was discharged because of a service-connected disability. A qualified disabled veteran is considered one who is capable of performing the functions of a particular position, with a reasonable accommodation to his or her disability. An Individual with a disability is defined as a person who has a physical or mental impairment which substantially limits one or more major life activities; has a record of such impairment; is regarded as having such impairment, but for those exceptions listed in 41 C.F.R. § 60-741.3.

EQUAL OPPORTUNITY CLAUSE
41 C.F.R. § 60-250.5 and 60-741.5
The appropriate equal employment opportunity clause is included in all recruitment, advertising, subcontracts, purchase orders etc.

COVERED EMPLOYMENT ACTIVITIES
41 C.F.R. § 60-250.20 and 60-741.20
The University does not discriminate against any employee or applicant who is a Special Disabled Veteran, Vietnam Era Veteran or individual with a disability in recruitment, advertising, job application procedures, hiring, upgrading, promotion, award of tenure, demotion, transfer, layoff, termination, rehiring, rates of pay or any other form of compensation, job assignments, job classifications, seniority, fringe benefits, training or any other University sponsored activities, term or condition of employment.
The University invites all applicants and employees to self-identify as being covered by the Act, as specified in 41 C.F.R. § 60-250.42 and 60-741.42. All medical information obtained under this Act is kept confidential and maintained in separate files except for the following purposes:

1. Supervisors and Management may be informed about possible restrictions on the employee's work duties or a necessary accommodation.
2. First aid and medical personnel may be informed where an employee may require medical attention.
3. Government officials enforcing the laws administered by this Act and the Americans with Disabilities Act shall be provided relevant information upon request.

AFFIRMATIVE ACTION POLICY
41 C.F.R. § 60-250.44(a) and 60-741.44(a)
The New School does not discriminate based on the status as a special disabled veteran or veteran of the Vietnam era or against any individual based on a disability. The University takes affirmative action to employ and advance in employment all qualified individuals at all levels of employment regardless of any disability or veteran status. The New School is a federal contractor and abides by the regulations set forth at Section 4212 of the Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended, and Section 503 of the Rehabilitation Act of 1973, as amended. Inasmuch, the University will recruit, hire, train, and promote all persons in all job titles without regard to their special disabled veteran, Vietnam era veteran or disability status. Additionally, the University will take every measure necessary to ensure that the workplace shall be free of harassment, intimidation, threats, coercion, or discrimination based on the aforementioned criteria as identified at 41 C.F.R. 60-250.44(e) and 41 C.F.R. 60-741.44(e).

The University posts its equal employment opportunity policy on University bulletin boards as required by the regulations at 41 C.F.R. 60-250.44(a) and 41 C.F.R. 60-250.44(a).

ANTI-HARASSMENT POLICY
41 C.F.R. § 60-250.44(e) and 60-741.44(e)
The University takes all measures reasonably necessary to ensure that employees are not harassed based upon their status as a special disabled veteran, Vietnam Era Veteran or individual with a disability as indicated supra.
PROPER CONSIDERATION OF QUALIFICATIONS
REVIEW OF PERSONNEL PROCESSES
41 C.F.R. § 60-250.44(b) and 60-741.44(b)
The University periodically reviews its processes to ensure careful, thorough and systematic consideration of the job qualifications of applicants and employees who are known qualified special disabled veterans, veterans of the Vietnam era or individuals with disabilities. Only the applicable portion of an applicant or employee's military or medical record is considered relevant to the job requirements in question. After making an offer of employment to a job applicant, and before the applicant begins his or her employment, the University invites applicants to self-identify as an individual with a disability or Special Disabled Veteran.

REVIEW OF PHYSICAL & MENTAL JOB REQUIREMENTS
41 C.F.R. § 60-250.44(c) and 60-741.44(c)
Job qualification standards are periodically reviewed to ensure that standards do not screen out qualified special disabled veterans, veterans of the Vietnam era or individuals with disabilities. All qualifications are job related for the position in question and are consistent with business necessity and the safe performance of the job.

REASONABLE ACCOMMODATION TO PHYSICAL AND MENTAL LIMITATIONS
41 C.F.R. § 60-250.44(d) and 60-741.44(d)
The University will make reasonable accommodations to known physical or mental limitations of an applicant or employee unless such accommodations would cause an undue hardship on the operation of the business as defined supra. The University's building structure has been modified, as required by law, to accommodate individuals with disabilities in obtaining access to the facilities and parking locations etc.

NO REDUCTION IN COMPENSATION
In extending offers of employment, merit increases or bonuses etc., the University does not reduce the amount of compensation offered based upon one's status as a special disabled veteran, veteran of the Vietnam era or individual with disabilities, nor on the basis of the disability income an employee or prospective employee may receive due to their disability.
OUTREACH, RECRUITMENT & DISSEMINATION OF POLICY

EXTERNAL DISSEMINATION
41 C.F.R. § 60-250.44(f) and 741.44(f)
The University takes affirmative action in the form of positive outreach and recruitment efforts to recruit and hire qualified special disabled veterans, veterans of the Vietnam era and individuals with disabilities as follows:

1. The University lists all applicable employment openings, except executive and top management positions, with the state employment service.
2. All recruitment sources are notified of the University's commitment to equal employment opportunity and its affirmative action responsibilities.
3. All subcontractors, vendors and suppliers are notified of the University's commitment to equal employment opportunity and its affirmative action responsibilities.
4. In making employment decisions, all known special disabled veterans, veterans of the Vietnam era and individuals with disabilities are considered for all positions for which they may be qualified when available.

INTERNAL DISSEMINATION
41 C.F.R. § 60-250.44(g) and 741.44(g)
The University takes affirmative action in the form of adequate dissemination of the policy to management and supervisory personnel. Qualified special disabled veterans, veterans of the Vietnam era and individuals with disabilities are encouraged to participate in the program and the University informs employees by the following methods:

1. The nondiscrimination policy as indicated supra is included in the policy manual.
2. All employees and applicants for employment are made aware of the University's commitment to increase the employment opportunities of qualified special disabled veterans, veterans of the Vietnam era and individuals with disabilities by posting the policy on University bulletin boards.
3. The policy is discussed periodically with management and supervisory personnel.
4. The policy is discussed with employees at orientation and in periodic training programs.
5. When employees are featured in publications for employees, special disabled veterans, veterans of the Vietnam era and individuals with disabilities are included.

AUDIT AND REPORTING SYSTEM
41 C.F.R. § 60-250.44(h) and 60-741.44(h)
The University will periodically review its selection criteria through internal audit and reporting systems, designed to assist the University in monitoring its procedures and to measure the effectiveness of the affirmative action programs. Where remedial action is necessary, the University will take corrective action as required. The University ensures that all employed special disabled veterans, veterans of the Vietnam era and individuals with disabilities have the opportunity to participate in all University activities.
RESPONSIBILITY FOR IMPLEMENTATION
41 C.F.R. § 60-250.44(i) and 60-741.44(i)
The execution of the nondiscrimination policy and the Affirmative Action Program is shared with corporate representatives. David E. Van Zandt, President, oversees the implementation of the plan and his EEO Officer, Carol S. Cantrell, serves as the University's representative for the purposes of the program. Ms. Cantrell is given the necessary support from top management in its implementation.

TRAINING
41 C.F.R. § 60-250.44(j) and 60-741.44(j)
All management and supervisory personnel involved in the personnel processes are periodically trained on the commitments of the Affirmative Action Program and the University's Equal Employment Opportunity policies to ensure their proper implementation.
EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION PROGRAM POLICY STATEMENT

For the Affirmative Action Program November 1, 2013 through October 31, 2014, I am reaffirming The New School’s continued equal employment opportunity and affirmative action policies. It is the policy of The New School to practice equal employment opportunity in all of its employment decisions including but not limited to recruitment, hiring, promotions, terminations, layoffs, transfers, job offers, job assignments, compensation, benefits, training and education and University events. Furthermore, The New School, its employees, representatives and agents do not discriminate based on race, color, sex, national origin, religion, disability, veteran status, age, sexual orientation or any other non-employment related criteria. It is the practice of The New School to make all employment decisions based solely on valid job requirements. This policy applies to all terms, conditions, benefits and privileges of employment as well as the use of all University facilities and participation in any University-sponsored activities.

Likewise, harassment, discrimination, retaliation, coercion, threats, interference or intimidation of any employee or applicant for employment based on race, color, sex, national origin, religion, disability, veteran status, age, marital status, sexual orientation, for filing a complaint, disability related to pregnancy, assisting in an investigation or exercising any other right protected by law or government regulation will not be tolerated. Anyone found to have violated this policy may be subject to disciplinary proceedings up to and including possible termination of employment.

Carol S. Cantrell has been assigned responsibility for the implementation of this policy and is designated as the Equal Employment Opportunity (EEO) Officer. The EEO Officer is in part responsible for developing and monitoring University programs, employees, managers and supervisors to measure the accomplishments of the Affirmative Action Programs. If any employee or applicant for employment believes they have been discriminated against contrary to this policy, or believe they are qualified to benefit under the Affirmative Action Plan, please contact the EEO Officer.

Thank you for your cooperation and continued support in attaining this year's forthcoming objectives of equal employment opportunity and the implementation of the Affirmative Action Program.

__________________________________________
David E. Van Zandt, President
The New School

______________________________
Date
EQUAL EMPLOYMENT OPPORTUNITY & AFFIRMATIVE ACTION POLICY FOR VETERANS & INDIVIDUALS WITH DISABILITIES

It is the policy of The New School not to discriminate, and to provide equal employment opportunity to all qualified individuals regardless of one's disability, or status as a special disabled veteran, Vietnam era veteran, or any other veteran who served on active duty during a war or campaign or expedition for which a campaign badge has been authorized. This policy is applied to all employment actions including but not limited to recruitment, hiring upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training including apprenticeship.

The New School will review all its personnel actions, including recruitment efforts, selection and compensation systems, annually in order to take affirmative action to assure that all qualified individuals with disabilities, or status as a special disabled veteran, Vietnam era veteran, or any other veteran who served on active duty during a war or campaign or expedition for which a campaign badge has been authorized, are treated with equal opportunity in these actions.

I invite all applicants for employment and all employees to become aware of the benefits provided by the University's Affirmative Action Programs, which may be reviewed by applicants or employees between normal business hours. Please see the Affirmative Action Officer for this review or to ask any questions regarding the program.

As a result of these efforts, we will ensure and be able to specifically document that all employment decisions are based solely on valid job requirements. We will ensure that University sponsored training, educational tuition reimbursement, and social or recreational programs are administered without regard to race, color, sex, religion, national origin, disability, or veteran status. We will ensure that applicants and employees are not subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities based on equal opportunity and affirmative action laws:

1. Filing a complaint.
2. Assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of any Federal, State or Local law requiring equal opportunity.
3. Opposing any act or practice made unlawful by any Federal, State or Local law requiring equal employment.
4. Exercising any other right protected by any Federal, State or Local law requiring equal employment.

As President of The New School, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure its dissemination and implementation throughout all levels of the University, the University has selected Carol S. Cantrell as the Corporate Affirmative Action Officer for The New School.

David E. Van Zandt, President
The New School

__________________________________________  ________________
Date

*The Veteran’s and Disabled Affirmative Action Program is Available for inspection during normal business hours
NOTIFICATION OF AAP RESPONSIBILITIES TO RECRUITMENT SOURCES

MEMORANDUM

TO: RECRUITMENT SOURCE
FROM: THE NEW SCHOOL
SUBJECT: AFFIRMATIVE ACTION RESPONSIBILITIES
DATE: 
CC: 

Please allow this memorandum to serve as notice that The New School is a government contractor subject to the rules and regulations of Executive Order 11246, as amended, Section 503 of the Rehabilitation Act of 1973, as amended, and Section 4212 of the Vietnam Era Veterans Readjustment Assistance Act, as amended, which requires the University to take affirmative action and promote equal opportunity for all persons without regard to race, color, religion, sex, age or national origin; Section 4212 of the Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended and; Section 503 of the Rehabilitation Act of 1973, as amended, which requires the University to take affirmative action to employ and advance in employment qualified disabled veterans, veterans of the Vietnam Era and individuals with disabilities.

The United States government requires that the University take affirmative action and notify recruitment sources that the University encourages referrals of qualified minority, female, disabled and veteran candidates. However, no employment decisions will be based upon the individuals protected group status and will only be based upon the candidate’s ability to demonstrate the requisite skills required to perform the functions of the position applied for.

The following job openings are currently available. Applicants should be referred to The New School's Human Resources Department in order to fill out the requisite application for the position. The posting may also indicate the duration of the job opening and applicants should only be referred during the time-period indicated in the posting.

Thank you for your attention to this matter. If you have any questions, please contact The New School’s Human Resources Department at (212) 229-5671 ext 4900.
NOTICE TO SUBCONTRACTORS OF AFFIRMATIVE ACTION RESPONSIBILITIES

Affirmative Action and Equal Employment Opportunity Responsibilities

Contractor, subcontractor and/or seller agrees that the performance of any work or sale pursuant to this Purchase Order is and shall in all respects be in strict compliance with all local, state and federal laws as well as such rules, regulations, ordinances, proclamations, demands, directives, executive orders or other requirements issued pursuant thereto by the municipal, state and federal governments and all subdivisions thereof which now govern or may hereafter govern the manufacture, sale or delivery of the Goods contemplated by this Purchase Order including but not limited to the provisions of (i) Sections 6, 7 and 12 of the Fair Labor Standards Act, as amended, and the regulations and executive orders issued thereunder, (ii) the Equal Employment Opportunity clause in Section 202 of Executive Order 11246, as amended, and the implementing rules and regulations (41 CFR, Part 60) and executive orders issued thereunder, (iii) the Affirmative Action clauses and regulations of Section 503 of the Rehabilitation Act of 1973, as amended, and Section 402 of the Vietnam Era Veterans Readjustment Act of 1974, as amended, and executive orders issued thereunder, and (iv) all laws, interim and permanent standards, rules, regulations and executive orders of the Occupations Safety and Health Act and all state and federal laws and regulations relating to safety and health standards. Seller agrees upon request to furnish Buyer with a certificate of compliance relating to any such laws in such form as Buyer may require. Seller agrees to indemnify and hold harmless from any liability arising from any failure of the Goods purchased under this Purchase Order from complying with such laws and regulations.
AFFIRMATIVE ACTION SELF-REPORTING FORM

The New School, as well as its individual divisions, is committed to a policy of equal opportunity in all its employment. The University does not discriminate on the basis of race, color, national or ethnic origin, citizenship status, religion, creed, sex, sexual orientation, age, disability, veteran, marital status or any other legally protected category. To help meet federal, state, and city Equal Employment Opportunity laws and regulations and to assess our recruitment efforts, the University is requesting the following information of all our employees and job candidates.

The information you provide will be kept confidential and will be used for statistical purposes only. This information will in no way affect your application, as completion of this information is voluntary. AT

<table>
<thead>
<tr>
<th>Last Name:</th>
<th>First Name, Middle Initial:</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Gender:</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Race:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian or Alaskan Native:</td>
<td>A person having origins in any of the original peoples of North America and who maintains cultural identification through tribal affiliation or community recognition, e.g., Native American.</td>
</tr>
<tr>
<td>Asian or Pacific Islander:</td>
<td>A person having origins in any of the original people of the Far East, Southeast Asia, the Indian subcontinent or the Pacific Islands, e.g., Asian American.</td>
</tr>
<tr>
<td>Black, non-Hispanic:</td>
<td>A person having origins in any black racial groups of Africa, e.g., African American.</td>
</tr>
<tr>
<td>Hispanic:</td>
<td>A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture of origin, e.g., Latino.</td>
</tr>
<tr>
<td>White, non-Hispanic:</td>
<td>A person having origins in any of the original peoples of Europe, North Africa or the Middle East, e.g., Caucasian.</td>
</tr>
<tr>
<td>Other:</td>
<td></td>
</tr>
<tr>
<td>Not Disclosed</td>
<td></td>
</tr>
</tbody>
</table>

Are you a Vietnam-Era Veteran? Yes No

Do you have a 30% or greater disabled rating from the V.A.? Yes No

Employee's Signature: ____________________________ Date: ________________
POST OFFER VETERAN SURVEY FORM

If you believe that you are an individual with a disability, a Vietnam era veteran, or a special disabled veteran and would like to participate, please tell us. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. Any information you submit regarding your disability will be kept CONFIDENTIAL, except that (1) Supervisors may be informed regarding restrictions on work duties (2) First aid personnel if the condition might require emergency treatment (3) Government officials engaged in enforcing laws related to the University’s compliance. You may inform us now or at any time in the future.

Please fill out and return to the Human Resources office.

Date __________________________

(Please Print)
Name: ____________________________________________

_________________  ____________  ____________
LAST       FIRST        MIDDLE

Job Title: __________________________________________

Date of Hire: __________________________

CHECK ONE:

VETERAN STATUS:

[ ] Special Disabled Veteran
[ ] Veteran Era Veteran
[ ] Other Protected Veteran
[ ] Newly Separated Veterans (one year)
[ ] Veteran hired in the Last (12) twelve months

DISABILITY STATUS:

[ ] Individual with a disability