

West Virginia Northern Community College

EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION

Effective Date: June 24, 2004

Date Approved by WVNCC Board of Governors: June 24, 2004

Authority Reference: Title VI of Civil Rights Act, 1964, 29 C.F.R. 1604; Section 504 of the Rehabilitation Act, 1973; Title IX of the Education Amendment, 1972; Age Discrimination Act, 1975; Americans with Disabilities Act, 1990

Replaces previous policy dated:

Rule: West Virginia Northern Community College is morally and legally committed to a rule of equal opportunity and prohibits discrimination with respect to race, sexual orientation, gender, age, color, religion, disability, veteran status and national origin for all employees, students, prospective students and applicants for employment. West Virginia Northern Community College neither affiliates with nor grants recognition to any individual, group or organization having such discriminatory policies or practices. This rule extends to all West Virginia Northern Community College activities related to the management of its educational, employment, financial, business and other affairs. It applies to all personnel management practices including, but not limited to, recruiting, hiring, transfer, promotion, training, compensation, benefits, layoff and termination. West Virginia Northern Community College is committed to maintaining an atmosphere that is free of discrimination and harassment in any form. West Virginia Northern Community College will continue to take affirmative action measures to ensure the entry of qualified minorities, women, veterans and persons with disabilities as defined by law into the faculty, staff and student bodies. In education, equal opportunity on a merit basis is fundamental to equality in all other forms of human behavior; therefore, commitment to this goal is required of every College employee.