



*The Best Place
to Start!*

Western Iowa Tech Community College Employment Policy Statement

Western Iowa Tech embraces the concept of nondiscrimination in all areas of human and personnel relations. Equal opportunity in recruitment, in employment, and in advancement is guaranteed students, potential students, applicants for employment, and all college personnel regardless of race, religion, national or regional origin, age*, sex, or marital status.

**Within areas covered by federal law or regulations.*

Equal Employment Opportunity Survey

The following information is necessary for Western Iowa Tech to evaluate its hiring practices and to prepare reports requested by law for the state and federal government. The information will be confidential and will not be used to make a decision about your employment. Your cooperation by providing the information on a voluntary basis will be appreciated.

Position Applied for: _____

Name [including former name(s)] _____

Birth Date ____/____/____ **Social Security Number.** ____/____/____ **Sex:** Male ____ Female ____

Ethnicity

- | | |
|---|--|
| <input type="checkbox"/> African/Black | <input type="checkbox"/> Caucasian/White |
| <input type="checkbox"/> Asian/Pacific Islander | <input type="checkbox"/> Latino/Hispanic |
| <input type="checkbox"/> American Indian/Alaskan Native List Tribal Affiliation | |

Disability

- | | |
|--|---|
| <input type="checkbox"/> Not Disabled | <input type="checkbox"/> Mental/Physical |
| <input type="checkbox"/> Ambulatory/Mobility | <input type="checkbox"/> Multiple Handicaps |
| <input type="checkbox"/> Visual | <input type="checkbox"/> Other |
| <input type="checkbox"/> Hearing | |

Military Status (please check all that apply)

- | | |
|--|---|
| <input type="checkbox"/> Disabled Veteran Other Than Vietnam | <input type="checkbox"/> Disabled Veteran Vietnam Era |
| <input type="checkbox"/> Non-Veteran | <input type="checkbox"/> Spouse of Deceased Veteran |
| <input type="checkbox"/> Veteran Other Than Vietnam | <input type="checkbox"/> Vietnam Era Veteran |

Western Iowa Tech Community College, Sioux City, Iowa, in compliance with Title VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972 (45 CFR86), Sections 503 and 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act, does not discriminate on the basis of race, color, national origin, religion, sex, or handicap in any of its policies, procedures, or practices; nor does the College, in compliance with Age Discrimination in Employment Act of 1967 and Section 402 of the Vietnam Era Veterans Readjustment Act of 1974, discriminate against any employee or applicants for employment on the basis of age or because they are disabled veterans or veterans of the Vietnam Era. This nondiscrimination policy covers admissions, access, and treatment in the College's programs and activities, and application for and treatment in district employment.

In conformance with College policy and pursuant to Executive Order 11246 and 11375, Section 503 of the Rehabilitation Act of 1973, and Section 402 of the Vietnam Era Veterans Readjustment Act of 1974, the college is an affirmative action/equal opportunity employer.

Inquiries regarding the College's equal opportunity policies may be directed to the Affirmative Action/EEO and Title IX Compliance Officer, Western Iowa Tech Community College, 4647 Stone Avenue, P.O. Box 5199 (Phone 712-274-6400). In addition, inquiries may be directed to the Sioux City Human Rights Commission, 355 Orpheum Electric Building, Sioux City, Iowa 51102; the Iowa Civil Rights Commission, 211 East Maple Street, Des Moines, Iowa 50319; the Director of the Office of Civil Rights, Department of Labor, Washington, DC 20201.

Mail completed forms to: **Affirmative Action Officer**
Western Iowa Tech Community College
4647 Stone Avenue
P.O. Box 5199
Sioux City, Iowa 51102-5199