

BOARD POLICY

WESTERN IOWA TECH COMMUNITY COLLEGE

Series Number 400.2

Title All Personnel

Equal Opportunity Employment/Affirmative Action

It is the policy of the board to provide equal opportunities to all employees and to applicants for employment who meet the bona fide occupational qualifications established for the position for which they apply.

No employee or applicant shall be discriminated against on the basis of race, creed, color, gender, national origin, religion, age, disability, sexual orientation or any other protected basis as defined in Iowa or federal law as amended from time to time. In keeping with the law, veteran status of applicants will be considered.

The President shall recommend, for Board approval, a designated Affirmative Action/Equal Employment Opportunity Officer (AA/EEO), who shall also serve as coordinator for Title IX, Title VI, Americans with Disabilities Act, and Section 504 compliance. All announcements, notices, etc., pertaining to these responsibilities shall include the designee's name, office address, phone number, and office hours.

Date of adoption 7/14/75

Date of last revision 12/11/95

Date of current revision 8/13/07

Legal Reference: Civil Rights Act 1964;
Title VI; Equal Pay Act as amended;
Presidential Executive Order 11246,
amended by E.O. 11375; Iowa Code
Chapters 19B; 20; 35C; 73; 216; 260C;
279.8; Americans with Disabilities Act

Related Administrative Procedures and Cross References: _____

