



Category
Equal Employment Opportunity & Affirmative Action – 1:08:10:01
Approval
Corresponding Policy: TBR Equal Opportunity & Affirmative Action – 5:01:02:00
President’s Council Approved: May 24, 2016
Effective Date/Approved: May, 24, 2016
Revised: February 20, 2007; May 24, 2016
Responsible Party: Executive Director of Human Resources

POLICY STATEMENT

Motlow State Community College’s commitment to equal employment opportunity and affirmative action culminated in the issuance of the following policy statement by the President.

I. INTENT

- A. The President of Motlow State Community College is committed to an effective Equal Employment Opportunity and Affirmative Action Plan (AAP) to eliminate the possibility of discriminatory practices and correct the effects of any past discriminatory practices that may be identified.
- B. To this end, the President has declared an institutional policy regarding equal employment opportunity and affirmative action.
- C. Motlow State Community College has assigned a qualified individual who has overall responsibility for equal employment opportunity and affirmative action.
- D. This responsibility was assigned to the Executive Director of Human Resources.
 - 1. Personnel decisions are made without regard to race, color, creed, national origin, sex, sexual orientation, gender identity/expression, disability, age, status as a protected veteran, genetic information, or any other legally protected class.
 - 2. Employment practices are based on a policy that furthers the principles of equal employment opportunity and affirmative action.
 - 3. Decisions relative to promotional opportunities are based on principles of equal employment opportunity and affirmative action.
 - 4. Personnel actions such as compensation, benefits, transfers, layoffs, returns from layoff, institutional-sponsored training, education, tuition assistance, and social and recreation programs are administered without regard to race, color, creed, national origin, sex, sexual orientation, gender identity/expression, disability, age, status as a protected veteran, genetic information, or any other legally protected class.
- E. Furthermore, Motlow State Community College’s policy requires dissemination of the President’s declaration so that it will be widely known that the institution subscribes to a policy of equal employment opportunity and affirmative action.

II. GENERAL STATEMENT

Motlow State Community College does not discriminate against students, employees, or applicants for admission or employment on the basis of race, color, creed, national origin, sex, sexual orientation, gender identity/expression, disability, age, status as a protected veteran, genetic information, or any other legally protected class with respect to all employment, programs and activities sponsored by Motlow State Community College.