



Category
DISABILITY & VETERAN POLICY STATEMENT – 1:08:10:07
Approval
Leadership Council Approved: March 2, 2017
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Revised: April 14, 2005; February 20, 2007; March 2, 2017
Responsible Party: Executive Director of Human Resources

I. POLICY STATEMENT

Motlow State Community College’s commitment to equal employment opportunity and affirmative action for persons with disabilities, disabled veterans, and other protected veterans culminated in the issuance of the following policy statement by the President.

II. PERSONS WITH DISABILITIES, DISABLED VETERANS & OTHER PROTECTED VETERANS

The President of Motlow State Community College is fully committed to provide equal employment opportunities to all persons as provided in the equal employment opportunity and affirmative action plan. Furthermore, the President reaffirms the college’s commitment to equal employment opportunities for disabled applicants and employees including disabled veterans and other protected veterans.

- A. It is the policy of Motlow State Community College to make reasonable accommodations for disabled applicants and employees. Reasonable accommodations will be determined by the need of the individual with a disability, the efficient operation of the institution, and feasibility of the costs associated with the accommodations.
- B. Decisions to recruit, hire, train, and promote persons in all job classifications will be made without regard to disability or veteran status.
- C. Personnel actions such as compensation, benefits, transfers, layoffs, return from layoff, institutional sponsored training, education, tuition assistance, social and recreation programs will be administered without regard to disability or veteran status.
- D. Furthermore, Motlow State Community College’s policy requires the appropriate dissemination of the President’s declaration so that it will be widely known that the institution subscribes to a policy of equal employment opportunity for persons with disabilities, disabled veterans and other protected veterans.