

Equal Employment Opportunity & Non-Discrimination Guidelines

Policy # 23.002, July 20, 2011

Definitions

Applicant

An applicant for employment is defined as an individual who has applied for a specific position at Hocking College.

Discrimination

Discrimination occurs when an adverse employment action is taken and is based upon a protected status. There are two forms of discrimination: disparate treatment and disparate impact. Disparate treatment occurs when an employee suffers less favorable treatment than others because of the protected status. Disparate impact occurs when an employment policy, although neutral on its face, adversely impacts persons in a protected status.

Equal Employment Opportunity

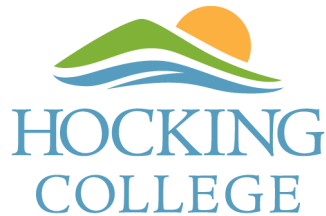
All persons regardless of color, national origin, race, religion, sex, or veteran status shall have equal access to positions in the public service, limited only by their ability to do the job.

Protected Class and Protected Status

Protected class is defined by federal law/executive order. Protected status is identified by the College and extends beyond those groups defined by law, to include gender identify or expression and sexual orientation.

Guiding Principles

- Recruitment processes should be designed and conducted so as to result in the most diverse and qualified applicant pool possible.
- Selection practices should emphasize hiring the best-qualified individuals with due consideration for persons from underrepresented groups.
- Management practices should facilitate inclusive work environments that value and seek out human diversity and reward effective human relations skills.
- Management practices should emphasize prevention of discrimination.
- Training and development opportunities should be made available to employees and should enhance the opportunities for individuals from underrepresented groups.



- Promotion practices should be inclusive and acknowledge the contributions of qualified individuals

Title XI

Title IX of the Educational Amendments of 1972, prohibits discrimination on the basis of sex in any educational program or activity receiving federal assistance by the way of grant, contract, or loan. Title IV of the civil Rights Act of 1964 is similar in its prohibition of employment discrimination on the basis of race, sex, religion, color or in its prohibition of employment discrimination on the basis of race, sex, religion, color or national origin. Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990 prohibit discrimination against qualified individual with disabilities.

Equal educational opportunity includes: admissions, recruitment, extracurricular programs and assistance, employment, health and insurance services and athletics. Inquiries regarding compliance with any of these federal regulations may be directed to the Equity Compliance

Ohio Civil Rights Commission at 1-888-278-7101; or the U.S. Equal Employment Opportunity Commission at 1-800-669-4000.

Cross References:
Workplace Sexual Harassment and Civility Policy