

I. Purpose

To provide equal opportunity for all persons and to prohibit discriminatory practices based on race, color, sex, age, religion, national origin, creed, ancestry, height, weight, sexual orientation, gender identity, gender expression, disability, familial status, marital status, pregnancy, pregnancy-related conditions, military status, veteran's status, or other status as protected by law, or genetic information that is unrelated to the person's ability to perform the duties of a particular job or position or participate in educational programs, courses, services or activities offered by the College.

II. Scope

This policy applies to employees, applicants for employment, students, and persons applying for admission to the college, contractors, visitors, volunteers, or any person or entity engaged in business or seeking to engage in business with the College.

III. General

The College is an educational institution that embraces and promotes diversity, equity, and inclusion in all aspects of its operations.

A. Equal Employment Opportunity

1. Employees shall be selected, promoted, and transferred based on their qualifications and ability to perform without regard to race, color, sex, age, religion, national origin, creed, ancestry, height, weight, sexual orientation, gender identity, gender expression, disability, familial status, marital status, pregnancy, pregnancy-related conditions, military status, veteran status, or other status protected by law or genetic information that is unrelated to the person's ability to perform the duties of a particular job or position.
2. All other personnel actions, including, but not limited to compensation, employee benefits, terms and conditions of employment, and staff reduction, will be administered without regard to race, color, sex, age, religion, national origin, creed, ancestry, height, weight, sexual orientation, gender identity, gender expression, disability, familial status, marital status, pregnancy, pregnancy-related conditions, military status, veteran status, or other status protected by law or genetic information that is unrelated to the person's ability to perform the duties of a particular job or position.
3. No employee of the College shall:
 - a. Fail or refuse to hire, recruit, or promote; discharge; or otherwise discriminate against a person with respect to employment, compensation, or a term, condition, or privilege of employment because

of race, color, sex, age, religion, national origin, creed, ancestry, height, weight, sexual orientation, gender identity, gender expression, disability, familial status, marital status, pregnancy, pregnancy-related conditions, military status, veteran status, or other status protected by law or genetic information that is unrelated to the person's ability to perform the duties of a particular job or position.

- b. Limit, segregate or classify an employee or applicant for employment in a way that deprives or tends to deprive the employee or applicant of an employment opportunity or otherwise adversely affects the status of an employee or applicant because of race, color, sex, age, religion, national origin, creed, ancestry, height, weight, sexual orientation, gender identity, gender expression, disability, familial status, marital status, pregnancy, pregnancy-related conditions, military status, veteran status, or other status protected by law or genetic information that is unrelated to the person's ability to perform the duties of a particular job or position.

B. Equal Educational Opportunity

No student or applicant for admission to any of the College's educational programs or services shall be discriminated against on the basis of race, color, sex, age, religion, national origin, creed, ancestry, height, weight, sexual orientation, gender identity, gender expression, disability, familial status, marital status, pregnancy, pregnancy-related conditions, military status, veteran status, or other status protected by law or genetic information that is unrelated to the person's ability to participate in educational programs, courses, services or activities offered by the College.

C. No Retaliation

The College prohibits retaliation or reprisals against any individual because the individual has filed a complaint or report about, participated in an investigation of, or otherwise opposed unlawful discrimination.

IV. Responsibility

Responsibility for the interpretation and administration of this policy is delegated to the Executive Director of Human Resources or designee and the Director of Legal Services and Risk Management or designee.

¹Last Revision: 12/16/2024

¹ **Adopted:** 3/18/2002 (Equal Opportunity and Nondiscrimination)

Revision History: 6/18/2018, *4/18/2022, 12/16/2024

NOTES: The policy was renamed to Nondiscrimination on 4/18/2022.