

**EQUAL OPPORTUNITY STATEMENT**  
**for Southern WV Community and Technical**  
**College**

In accordance with federal and state laws listed here and referenced below (*Age Discrimination Act of 1975; Age Discrimination in Employment Act of 1967; Civil Rights Act of 1866 and 1871, 1981, 1981A, 1983, and 1988; Civil Rights Act of 1991; Equal Pay Act of 1963; Executive Order 11246; Lilly Ledbetter Fair Pay Act of 2009; Title I of the Americans with Disability Act of 1990; Title II of the Americans with Disabilities Act of 1990; Title VII of the Civil Rights Act of 1964; The Genetic Information Nondiscrimination Act of 2008; Section 503 of the Rehabilitation Act of 1972; Section 504 of the Rehabilitation Act of 1973; Title VI of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Guidelines for Eliminating Discrimination and Denial of Services in Vocational Program; and, The West Virginia Human Rights Act*), the West Virginia Council for Community and Technical College Education and Southern West Virginia Community and Technical College's Board of Governors will enunciate the following equal opportunity nondiscrimination policy in all major publications reaching prospective students, faculty, staff and the general public.

It is the policy of Southern West Virginia Community and Technical College to provide equal opportunities to all applicants, prospective and current members of the student body, faculty, and staff on the basis of individual qualifications and merit, and that all personnel activities, such as the recruitment, selection, training, compensation, benefits, discipline, promotion, transfer, layoff and termination processes remain free of illegal discrimination and harassment without regard to age, ethnicity, disability status, national origin, race, color, religion, gender (sex), sexual or gender orientation, marital status, and veteran status.

This nondiscrimination policy also applies to all educational programs, to admission, employment and other related activities covered under Title IX, which prohibits sex discrimination in higher education.

Southern West Virginia Community and Technical College also neither affiliates with nor grants recognition to any individual, group, or organization having policies that discriminate on the basis of age, ethnicity, disability status, national origin, race, color, religion, gender (sex), sexual or gender orientation, marital status, and veteran status.

Inquiries regarding compliance with any federal or state nondiscrimination law may be directed to either:

**Affirmative Action Officer**

Debbie Dingess  
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Southern West Virginia Community and Technical College  
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**Title IX Coordinator**

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**Section 504 ADA Coordinator**

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