



EQUAL OPPORTUNITY STATEMENT
Southern WV Community and Technical College
www.southernwv.edu
FY 2025-2026

In accordance with applicable federal and West Virginia laws—including but not limited to: Title VII of the Civil Rights Act of 1964; Equal Pay Act of 1963; Age Discrimination in Employment Act of 1967; Lilly Ledbetter Fair Pay Act of 2009; Americans with Disabilities Act of 1990 (Titles I & II); Genetic Information Nondiscrimination Act of 2008; Rehabilitation Act of 1973 § 504; Sections 503–504 of the Rehabilitation Act of 1972; Age Discrimination Act of 1975; Civil Rights Acts of 1866, 1871, 1991, and related provisions; and all other relevant statutes; The West Virginia Human Rights Act (now codified at W. Va. Code § 16B-17-1 et seq., relocated in 2024), the West Virginia Council for Community & Technical College Education and the Board of Governors of Southern West Virginia Community and Technical College affirm the following nondiscrimination policy in all communications and publications addressing prospective and current students, staff, faculty, and the public.

Southern West Virginia Community and Technical College is committed to equal opportunity in educational and employment practices. This includes recruitment, admission, selection, training, compensation, benefits, discipline, promotion, transfer, layoff, termination, and all other employment or academic matters. Decisions are made on the basis of individual qualifications and merit, free from illegal discrimination or harassment based on: Race, color, national origin, ancestry, ethnicity, sex (gender), including pregnancy, age (40 or above), religion or creed, disability (including use of assistance animals), blindness, familial status (housing-related), genetic information, and veteran status.

This nondiscrimination policy also applies to educational programs and admissions, in compliance with Title IX of the Education Amendments of 1972, which prohibits sex-based discrimination in higher education.

The College does not affiliate with or recognize any group, organization, or individual that engages in discriminatory practices based on any of the protected categories listed above.

Executive Order 14173 (January 21, 2025) rescinded prior affirmative-action mandates (including Executive Order 11246) for federal contractors. However, Title VII protections continue to apply to employers with 15 or more employees—including federal grantees and contractors.

EEOC and Department of Justice guidance (March 19, 2025) clarifies that employer DEI initiatives (such as quotas, slates, or group-based selection) may constitute Title VII violations if actions are taken based on protected characteristics.

For inquiries regarding federal or state nondiscrimination compliance, please contact:

Equal Employment Opportunity Officer & Title IX Coordinator

Debbie Dingess, Chief Human Resources Officer
Southern West Virginia Community and Technical College
100 College Drive, Logan, WV 25601
Debbie.Dingess@southernwv.edu • (304) 896-7408

Section 504 / ADA Coordinator

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A compliant Human Rights Act notice—including protections under the Pregnant Workers' Fairness Act and for assistance animal users—is posted in all facilities as required under West Virginia law. Employers covered under the Act must comply with posting, process, and timeline requirements for filing discrimination complaints (including extended three-year filing periods for covered employers with two or more employees).

Southern West Virginia Community and Technical College reaffirms its dedication to creating an inclusive, fair, and merit-based environment for all who study, work, or seek services here.