



Southern

West Virginia Community and Technical College

REAFFIRMATION OF AFFIRMATIVE ACTION POLICY STATEMENT

Southern West Virginia Community and Technical College (the “College”) reaffirms its belief and commitment in equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment.

The College has developed and maintained a written Affirmative Action Program (“AAP”). The College’s President supports the affirmative action program and urges each employee to commit to carrying out the intent of this policy. The College maintains an audit and reporting system to determine overall compliance with its equal employment opportunity mandates. The EEO Administrator oversees the affirmative action plan development, modification, implementation, effectiveness, reporting requirements and conducts management updates. The College invites any applicant and/or employee to review the written Affirmative Action Plan. This plan is available for inspection upon request during normal business hours at the Human Resources Office.

As part of the College's commitment to this overall process, it will seek to ensure that all aspects of employment, including recruitment, selection, job assignment, training, compensation, benefits, discipline, promotion, transfer, layoff and termination processes remain free of illegal discrimination based upon race, color, religion, sex, sexual orientation, gender identity, national origin, disability (as defined under Section 503 of the Rehabilitation Act of 1973) or protected veteran status (as defined under Vietnam Era Veterans’ Readjustment Assistance Act of 1974). The College ensures that all employment decisions are based only on valid job requirements. Regular review helps to ensure compliance with this policy.

The College will ensure that employees and applicants shall not be subjected to harassment due to their status described above, or any harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities; (1) filing a complaint with the College or with federal, state, or local agencies regarding status covered under this AAP; (2) assisting or participating in any investigation, compliance review, hearing, or any other activity related to the administration of any federal, state, or local equal employment opportunity or affirmative action statute pertaining to the status covered under this AAP; (3) opposing any act or practice made unlawful by section 503 and/or VEVRAA; and (4) exercising any other right protected by section 503 and/or VEVRAA or its implementing regulations in this part.

July 1, 2016

FIND YOUR DIRECTION!

For more information visit us online at southernwv.edu

Southern WV Community & Technical College is accredited by The Higher Learning Commission. AA/EO/ADA Institution. Southern is an Affirmative Action/ADA/Equal Opportunity Employer. Southern does not discriminate on the basis of race, color, national origin, ethnicity, sex, disability, age, religion, gender, sexual or gender orientation, marital status, and veteran status in the administration of any of its educational program, activities, or with respect to admission or employment. Faculty, staff, students, and applicants are protected from retaliation from filing complaints or assisting in an investigation. Please contact the following concerning inquiries regarding non-discrimination policies and complaints: Title IX Coordinator-Darrell Taylor 304.896.7432; Affirmative Action Officer-Debbie Dingess 304.896.7408; Section 504 ADA Coordinator-Dianna Toler 304.896.7315