

# Davis Technical College

## Equal Opportunity and Nondiscrimination

**Effective Date: 30 January 2003**

President's Council Approval: 14 January 2003

Board Approval: 30 January 2003

### 1. Purpose

To summarize the Davis Technical College (College) policy of equal opportunity nondiscriminatory employment practices.

### 2. References

**2.1.** Board of Regents Policy and Procedures R801, Equal Opportunity, Diversity and Nondiscrimination

### 3. Policy

**3.1. Equal Employment Opportunity** - The College is an "Equal Opportunity Employer," and is fully committed to the principle of nondiscrimination in all employment-related practices and decisions, including, but not limited to, recruitment, hiring, supervision, promotion, compensation, benefits, termination, and all other practices and decisions affecting College employment status, rights, and privileges.

**3.2. Personnel Management Responsibilities** - College executive, administrative, and supervisory officers exercising personnel management responsibilities are required to take vigorous and appropriate action to assure that all employment-related practices and decisions are made without discrimination, harassment, or prejudicial treatment because of race, color, religion, national origin, sex, childbirth, pregnancy, pregnancy-related conditions, age, or status as a person with disabilities, disabled veteran, or veteran of the Vietnam era, or otherwise as provided by law.

**3.3. Job-Related Criteria and Standards** - All employment-related practices and decisions within the College shall, to the maximum feasible extent, be instituted and administered in a fair and equitable manner, using only legally valid job-related criteria and standards, including but not limited to experience, training, education, skills, and potential for successful job performance and upward mobility.