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.