

Davis Technical College

Equal Opportunity and Nondiscrimination

Effective Date: 16 May 2024

1. Purpose

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

2. References

2.1. Utah System of Higher Education 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 offices exercising personnel management responsibilities are required to take 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, sexual orientation, 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.

3.4. Complaint Procedures – Davis Technical College directs employee and student complaints of discrimination, harassment, or prejudicial treatment by college employees to Human Resources for prompt and equitable resolution. Student complaints that do not involve college employees should be directed to the appropriate Student Services personnel.

4. Approvals and Notes

Revised Board Approval: 16 May 2024
Revised President's Council Approval: 15 April 2024
Board Approval: 30 January 2003
President's Council Approval: 14 January 2003