Human Resources Section

Policy 3.1.1 - Equal Employment Opportunity

The College provides equal employment opportunities to all employees and applicants for employment without regard to race, religion, color, national origin, ethnicity, sex, pregnancy, gender identity or expression, sexual orientation, age (40 or older), political affiliation, National Guard or veteran status, genetic information, or disability in accordance with all applicable federal, state, and local laws. Upon request, the College will make reasonable accommodations for qualified individuals with disabilities so that they may be able to perform the essential functions of their job unless doing so would result in an undue burden for the College.

This policy applies to all terms and conditions of employment including, but not limited to: hiring, placement, promotion, termination, and compensation.

Any inquiries, questions or clarifications regarding this policy should be made to the College's Director of Human Resources.

REFERENCES

Statutory References	42 U.S.C. 2000e et seq. (Title VII of the Civil Rights Act of 1964), 29 U.S.C. 621 et seq. (The Age Discrimination in Employment Act of 1967), 29 U.S.C. 794 et seq. (Section 504 of the Rehabilitation Act of 1973), 42 U.S.C. 12101 et seq. (The Americans with Disabilities Act of 1990), 42 U.S.C. 2000ff et seq. (The Genetic Information Nondiscrimination Act of 2008), 20 U.S.C. 1681 - 1688 (Title IX of the Education Amendments of 1972)
Regulatory References	1C SBCCC 200.95
Relevant Guidance	None
Policy Manual Cross-References	Referenced by: ● Policy 3.4.7 - Flexible Work Arrangements

POLICY HISTORY

January 1, 2025	Adopted.
September 14, 2026	Revised to be in conformity with Session Law 2026-21.