

**EASTERN WEST VIRGINIA COMMUNITY & TECHNICAL COLLEGE
BOARD OF GOVERNORS
POLICY NO. BP- 6.6**

**TITLE: EQUAL OPPORTUNITY, NON-DISCRIMINATION, and
AFFIRMATIVE ACTION**

SECTION 1. GENERAL

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| 1.1 | Scope - | This policy states and reaffirms the College's positions on equal opportunity, non-discrimination, and affirmative action. |
| 1.2 | Authority - | Title VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments and Civil Rights Act of 1972; Equal Employment Opportunity Commission interpretative guidelines issued in March 1980; Executive Order 11246; Age Discrimination in Employment Act; Rehabilitation Act of 1973; Sections 503 and 504; Vietnam Era Veterans Readjustment Act of 1974; Americans with Disabilities Act; Disabled Veterans Act; Sections 503 and 504 of the Rehabilitation Act; Equal Pay Act; Immigration Reform and Control Act of 1986; West Virginia Human Rights Act of 1967, West Virginia Code Sections 18B-1-6; Title 133 Procedure Rule WVHEPC Series 40 |
| 1.3 | Effective Date - | August 20, 2003 |
| 1.4 | Repeal of Former Rule - | Repeals and replaces Eastern West Virginia Community & Technical College Board of Governors Transitioned Policy No. 4.1, and the former State College System Board of Directors Series 56, titled "Social Justice," |

SECTION 2 STATEMENT

The Eastern West Virginia Community & Technical College Board of Governors is committed to equal opportunity and non-discrimination for all employees, students, prospective students and applicants for employment. This commitment applies to all qualified persons without regard to race, color, national origin, religion, sex, sexual orientation, disability, age, genetic information, gender identity and veteran status or any

other basis which is proscribed by law, in employment or in the application, admission, participation, access and treatment of persons in instructional programs and activities.

The Board concurs with the American Association of Community Colleges (AACC) that such a commitment to equal opportunity and non-discrimination “*ensures and recommits to open door access, the cornerstone of the community college mission. This fundamental commitment is critical to our democracy’s cherished principle of equal opportunity for every individual and to the social and economic vitality of our nation.*”

The College will take affirmative action measures to insure the continued entry of qualified minorities, women, veterans and the disabled, as defined by law, into the staff and student bodies.

SECTION 3 DELEGATION OF AUTHORITY

The Board reaffirms its delegation to the President the responsibility to develop administrative regulations and complaint procedures, which implement this policy.



BOARD OF GOVERNORS, CHAIR

8/26/2015

DATE