3358:11-4-01 Non-discrimination policy.

(A) Purpose. The continued success of the college depends heavily on full and effective utilization and education of qualified persons, regardless of gender, race, age, color, national origin, religion, sexual orientation, marital status, or disability. It is the policy of the board of trustees that equal employment and equal admission opportunity shall be afforded to all such qualified persons. Further, it is the college’s policy to support and abide by all legal requirements assuring non-discrimination in employment and admission for all qualified persons without regard to gender, race, age, color, national origin, religion, sexual orientation, marital status, or disability.

(B) Scope. This policy is applicable to all matters related to recruitment and admission of students and employment matters such as recruitment, selection, hiring, upgrading and promotion, staff development, transferring, layoffs and recall, and demotion and termination of employment. It also applies to employee compensation or benefits, participation in college-sponsored education or training, tuition assistance, college recreational programs, other forms of compensation, and to all student services and activities. Further, all curriculum and course offerings and matters pertaining to student environment and governance will continue to be evaluated for compliance with relevant regulations.

(C) College commitment. The college shall continue to direct employment/personnel and recruitment/admissions practices toward insuring truly equal opportunity for everyone and that all employment and admissions practices are free from discrimination.

(D) Affirmative Action. The college’s affirmative action officer will coordinate implementation of the college’s program. The officer will evaluate the performance of its management and supervisory personnel on the basis of their involvement in achieving the affirmative action objectives as well as other established criteria. Any employee of this organization, or subcontractor to this employer, who does not comply with the Non-Discrimination policy and procedures as set forth will be subject to disciplinary action. Any subcontractor not complying with all applicable Non-Discrimination laws, directives, and regulations of the Federal, State, and Local governing bodies or agencies will be subject to appropriate legal sanctions. Periodic surveys will be the basis of action for correction of deficiencies through the cooperation and assistance of appropriate staff.
Board support. The college intends to measure itself against specific objectives which will continue to move the college actively toward equal participation of all employees and students in the opportunities available at the College. The position of this board of trustees is one of full commitment to the principles of affirmative action and complete support of the practices outlined in this policy.

Effective date: March 5, 2002

Daniel R. Hauenstein
Certification

February 19, 2002
Date

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