

**WALLA WALLA COMMUNITY COLLEGE
AFFIRMATIVE ACTION/EQUAL OPPORTUNITY
ADMINISTRATIVE POLICY 5000**

I. POLICY BACKGROUND/PURPOSE

Walla Walla Community College District No. 20 (WWCC) has an on-going responsibility to follow equal employment practices and to conduct outreach within geographic areas where analysis of current employment shows under representation of women, ethnic minorities, persons with disabilities, Vietnam-era veterans, veterans with disabilities, and persons over the age of 40 within the various job categories of the district.

WWCC is committed to provide equal opportunity and non-discrimination for all educational and employment applicants, as well as for its students and employed staff, without regard to race, color, creed, national origin, sex, sexual orientation, gender expression/identity, genetic information, marital status, age over 40, the presence of any sensory, mental, or physical disability, the use of a trained guide dog or service animal by a person with a disability, or status as a Vietnam and/or disabled veteran, National Guard member or reservist.

II. AUTHORITY

Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Federal Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 and any other applicable Federal and Washington State laws against discrimination.

III. POLICY

WWCC will strive to eliminate barriers to employment and education for underrepresented group members. WWCC will recruit, hire, train, and promote individuals in all job classifications based upon their qualifications and their ability or potential ability to succeed in assuming the responsibilities and performing the duties of a position. Other personnel actions, such as compensation, benefits, layoff, return from layoff, transfer, termination, college-sponsored training, education, tuition assistance, social and recreational programs will be administered in accordance with the equal opportunity and non-discrimination commitment of the College.

The President has assigned overall Affirmative Action/Equal Opportunity program responsibility to Sherry Hartford, Vice President of Human Resources, (509) 527-4382. Ms. Hartford is also WWCC's Title IX Officer and Section 504 Compliance Officer. The Disabilities Support Services Coordinators are: Walla Walla Campus, Bobbie Sue Arias (509) 527-4543; Clarkston Campus, Heather Markwalter (509) 758-1721. The College's TDD number is (509) 527-4412. It is considered to be the day-to-day obligation of each WWCC staff member to support this plan and to ensure that fair and equitable treatment is provided to all persons accessing the services of the College.

The Board of Trustees, the administration, and the employees of WWCC have made known their commitment to diversity, equal opportunity, and non-discrimination with the November 17, 1999, adoption of a Walla Walla Community College Commitment to Diversity statement, Resolution #2000-2 and the adoption of a Strategic Plan for Equity and Inclusion. These documents are published on the college web site.

Applicability: This policy applies to all faculty, staff, students and visitors.

Policy Contact: VP of Human Resources

Approved by (Department/Body): WWCC Board of Trustees

Date Originally Approved: June 24, 1976

Last Reviewed/Revised on: August 15, 2018