

# VIRGINIA WESTERN COMMUNITY COLLEGE

WE'LL TAKE YOU  THERE

PRESIDENT'S OFFICE

## DIVERSITY AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

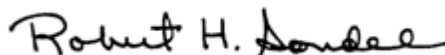
VIRGINIA WESTERN COMMUNITY COLLEGE

July 1, 2017

VIRGINIA WESTERN COMMUNITY COLLEGE is dedicated to the belief that every individual should be provided the continuing opportunity to increase his/her awareness of his/her role and responsibility in society. The policy statement is premised upon a steadfast commitment to foster a culture of inclusion, diversity and mutual respect for all Virginians.

By virtue of this philosophy, the college is committed to diversity and equal opportunity and does not illegally discriminate on the basis of race, color, sex, gender identity, sexual orientation, religion, military service and/or veteran status, caregiver status, national origin, genetic information, pregnancy, political affiliation, age, a disability or caregiver status in violation of the Americans with Disabilities Act of 1990, including changes made by the ADA as amended, the Pregnancy Discrimination Act, the Family and Medical Leave Act, and Section 504 of the Rehabilitation Act of 1973, or other non-merit factors. The College complies with Title VII of the Civil Rights Act of 1964 as amended, Title 29 Labor, Chapter XIV Equal Employment Opportunity Commission, Part 1608, the Civil Rights Act of 1991, and other applicable federal and state laws. The college also complies with the Uniformed Services Employment & Re-employment Rights Act. Further, the College is committed to complying with the Governor's Executive Order Number One (2014) as declared by Governor Terence R. McAuliffe.

This policy shall be followed for recruitment, selection, promotion, transfer, demotion, role changes, compensation, benefits, layoff, training programs, accessibility and job accommodation without regard to the individual's status protected by law. The college will reasonably accommodate qualified individuals with disabilities whenever the individual is otherwise qualified to safely perform all essential functions of the position. Any person employed by Virginia Western Community College who fails to comply with this policy will be subject to disciplinary action. Virginia Western Community College is committed to Diversity and is an Equal Opportunity/Affirmative Action Institution.



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Dr. Robert H. Sandel, President