

## **GLENVILLE STATE COLLEGE POLICIES**

### **OTHER POLICY 50**

#### **EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION**

##### **50.1. General.**

1.1. Scope -- This rule sets forth the Glenville State College Board of Governors' Equal Employment Opportunity and Affirmative Action Policy.

1.2. Authority -- West Virginia Code §5-11; §18B-1-6, §18B-2A-4, and Higher Education Policy Commission Series 40, §2.3.

1.3. Effective Date - April 13, 2011

1.4. Repeal of Former Rule -- This policy supersedes any or all previous Glenville State College policies in reference to Equal Employment Opportunity and Affirmative Action.

##### **50.2. Policy.**

The Glenville State College Board of Governors reaffirms its commitment to the full realization of Equal Employment Opportunity and Affirmative Action in its employment practices.

It is the policy of the Glenville State College Board of Governors to:

2.1. Recruit, hire, train, promote, retain, tenure and compensate persons in all applicable administrative, classified, non-classified, faculty and student job vacancies without regard to discrimination as defined in WV Code §5-11-3(h) unless otherwise prohibited by applicable law;

2.2. Base decisions of employment to further the principles of equal employment opportunity and affirmative action;

2.3. Ensure that promotion, reappointment and tenure decisions are in accordance with the principles of equal employment opportunity and affirmative action by imposing only valid requirements for promotional, reappointment and tenure opportunities;

2.4. Ensure that all personnel actions including compensation, benefits, layoff, return from layoff, training, education/tuition assistance, social and recreational programs will be administered without regard to discrimination as defined in WV Code §5-11-3(h) unless otherwise prohibited by applicable law.

### **50.3. Affirmative Action Plan.**

The Human Resources Director at Glenville State College shall prepare an Affirmative Action Plan by January 1 of each calendar year. The Plan shall be available on the College web site or through the Office of Human Resources.