

## **GLENVILLE STATE COLLEGE POLICIES**

### **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 §18B-1-6, §18B-2A-4

1.3. Effective Date - April 8, 2015

1.4. Revision of Former Policy - This policy replaces Glenville State College Policy 50 [2011].

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

2.1. Discrimination and harassment of certain protected classes is prohibited by: (a) West Virginia Human Rights Act of 1967; (b) Title IX of the Civil Rights Act of 1972; (c) Equal Employment Opportunity Commission interpretative guidelines issued in March, 1980; (d) Titles VI and VII of the Civil Rights Act of 1964; (e) Vietnam Era Veterans Readjustment Act; (f) Sections 503 and 504 of the Rehabilitation Act; (g) Executive Order 11246; (h) Immigration Reform and Control Act of 1986; (i) Equal Pay Act; (j) Age Discrimination Act; (k) Americans with Disabilities Act; (l) Disabled Veterans Act; and (m) the Genetic Information Nondiscrimination Act of 2008.

2.2. Glenville State College is an Equal Opportunity Affirmative Action Institution that does not discriminate on the basis of race, sex, age, disability, veteran status, religion, color, ancestry, marital status, gender, sexual orientation or national origin in the administration of any of its educational programs, activities, or with respect to admission or employment. Glenville State College also does not discriminate based upon genetic information in the areas of employment or employee health insurance benefits.

##### **50.3. Implementation, Complaint Procedures and Disciplinary Action**

3.1. Unless the President designates other individuals, the institution's Title IX/Equal Employment Opportunity/Affirmative Action Coordinator/ADA Compliance Officer is responsible for implementing this policy in accordance with State and Federal law and pursuant to any other Glenville State College Policy or administrative procedures established by the President.

3.2. The President or Title IX/Equal Employment Opportunity/Affirmative Action Coordinator/ADA Compliance Officer (upon approval by the President) may establish

administrative procedures to implement this policy including but not limited to, establishing procedures for the investigation and disposition of complaints.

3.3. Violators of this policy may be subject to disciplinary sanctions. Appropriate disciplinary actions for students may include but are not limited to counseling, educational sanctions, disciplinary probation, suspension or expulsion. Employees who violate this policy may be subject to disciplinary action up to and including suspension without pay and employment termination. All other violators will be sanctioned as appropriate and in a manner not inconsistent with this policy and/or other Glenville State College policy. Complaints that allege an act of sexual violence, sexual misconduct or other criminal law violation may be referred to the appropriate law enforcement authorities for prosecution.

**50.4. Affirmative Action Plan.**

4.1. The Title IX/Equal Employment Opportunity/Affirmative Action Coordinator/ADA Compliance Officer 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.

Approvals:

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President

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Date

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Chair of the Board

\_\_\_\_\_

Date