

**NEW RIVER COMMUNITY AND TECHNICAL COLLEGE
OPERATING RULE 13 (OR-13)**

RULE: Equal Employment Opportunity and Affirmative Action

RATIONALE: To ensure equal employment opportunity.

OPERATING RULE STATEMENT

New River Community and Technical College is an equal opportunity and affirmative action institution, which recruits, employs, retains, trains, promotes, tenures and compensates without regard to race, color, religion, sex (including pregnancy), sexual orientation, gender identity, national origin, age, marital status, veteran or military status, disability, or genetic information or any other status or condition protected by applicable federal or state laws, except where a bona fide occupational qualification applies.

In furtherance of its policy prohibiting discrimination against individuals on the basis of physical or mental impairment or disability, the college will provide reasonable accommodation in the workplace for disabled employees. All inquiries regarding the rights of disabled employees, including the right to employment accommodations, should be directed to the Director of Human Resources Officer/Affirmative Action Officer.

ORIGINAL DATE: March 2005
REVISED DATE: June 2011
April 3, 2014
EFFECTIVE DATE: August 4, 2011

RELATED RULES/POLICIES/PROCEDURES Operating Rule 14 Hiring, Procedure 4 Search and Selection

RESPONSIBLE OFFICE: President, Human Resources, Vice Presidents, Deans, Directors and Supervisors