

VIRGINIA WESTERN COMMUNITY COLLEGE

WE'LL TAKE YOU  THERE

PRESIDENT'S OFFICE

DIVERSITY AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

July 1, 2011

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.

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, religion, military service and/or veteran status, national origin, political affiliation, age, genetics, care-giver status, or disability in violation of the Americans with Disabilities Act of 1990, including changes made by the ADA Amendment Act of 2008, and the Family and Medical Leave Act of 1993, as amended, 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, the Age Discrimination in Employment Act of 1967, as amended, and other applicable federal and state laws and executive orders of the Commonwealth of Virginia which pertain to affirmative action, non-discrimination and equal opportunity. The College also complies with the Uniformed Services Employment & Re-employment Rights Act. In administration of our federal contracts/sub-contracts, the College also complies with Executive Order 11246 and 11375, Sections 503 and 504 of the Rehabilitation Act of 1973 and Section 402 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VERAA), as amended, 38 U.S.C. 4212. Further, the College complies with Gubernatorial Executive Order 6 (2010), Equal Opportunity as issued by Governor Robert F. McDonnell on February 5, 2010.

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.



Dr. Robert H. Sandel, President