

VIRGINIA WESTERN COMMUNITY COLLEGE

WE'LL TAKE YOU  THERE

PRESIDENT'S OFFICE

EQUAL OPPORTUNITY POLICY STATEMENT

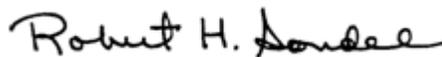
VIRGINIA WESTERN COMMUNITY COLLEGE

July 1, 2018

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 discriminate on the basis on race, religion, color, sex, sexual orientation, gender identity or expression, national origin, age, disability, status as a service disabled veteran, or any other basis prohibited by state law relating to discrimination in employment. The college complies with the non-discrimination directives in the Virginia Public Procurement Act, 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 (2018) as declared by Governor Ralph S. Northam.*

This policy shall be followed for recruitment, selection, promotion, transfer, demotion, role changes, compensation, benefits, layoff, training programs, purchasing, 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