



## Ohio Administrative Code

### Rule 3358:5-3-05 Recruitment and selection policy.

Effective: February 20, 2024

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(A) Clark state college recruits and selects the most qualified individuals for opens positions.

This shall be fulfilled within the contex of the following statement of nondiscrimination and commitment to diversity:

(1) Clark state college does not discriminate on the basis of race, color, religion, gender/sex, gender identity or expression, national origin (ancestry), military status, disability, age (forty years of age or older), genetic information, sexual orientation, status as a parent during pregnancy and immediately after the birth of a child, status as a parent of a young child, or status as a foster parent and any other protected group status as defined by law or college policy in its educational programs, activities, admissions, or employment practices as required by Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, and other applicable statutes.

(2) Commitment to diversity: The college is committed to employing administrators, faculty and staff members who are dedicated to student success. The college recognizes that diversity in the academic environment fosters cultural awareness, promotes mutual understanding and respect and provides suitable role models for all students. The college is committed to hiring and staff development processes that support both equal opportunity and diversity, and provide equal consideration for all candidates as required in federal and state law.

(B) This policy applies to all college employees and applicants for employment.

(C) This policy shall be administered as set forth in the associated procedures established by the president or his/her designee.

(D) Any false statement, misrepresentation or significant omission on the application form or resume submitted by the applicant may be cause for immediate dismissal from the college.



(E) The human resources office has the responsibility of developing, implementing and maintaining the hiring, recruitment and selection policy and procedures.