

3354:2-20-02 Equal Employment Opportunity

<u>CONTINUING</u> <u>Admin. & S/P</u>	<u>TEMPORARY</u> <u>Admin. & S/P</u>	<u>TENURE-TRACK</u> <u>Faculty</u>	<u>NON-TENURE TRACK</u> <u>Faculty</u>
<input checked="" type="checkbox"/> Full-time	<input checked="" type="checkbox"/> Full-time	<input checked="" type="checkbox"/> Full-time	<input checked="" type="checkbox"/> Temporary
<input checked="" type="checkbox"/> Partial-year	<input checked="" type="checkbox"/> Partial year		<input checked="" type="checkbox"/> Part-time
<input checked="" type="checkbox"/> Part-time	<input checked="" type="checkbox"/> Part-time		
<u>Staff</u>	<u>Staff</u>		
<input checked="" type="checkbox"/> Full-time	<input checked="" type="checkbox"/> Full-time		
<input checked="" type="checkbox"/> Partial-year	<input checked="" type="checkbox"/> Partial-year		
<input checked="" type="checkbox"/> Part-time	<input checked="" type="checkbox"/> Part-time		

(A) Policy

- (1) Lakeland Community College continues its policy that in its educational and employment opportunities there shall be no discrimination against any person because of race, color, religion, sex, national origin, handicap, ancestry, disabled, veteran or Vietnam-era veteran status, age, marital and/or parental status.
- (2) Lakeland Community College is committed to act affirmatively to promote equal employment opportunities and practices for employees.
- (3) Lakeland Community College will recruit, select, and employ the individual most likely to succeed in a position in accordance with equal employment opportunity. The skills, education, work experience established as requirements for employment in a position will be reasonable, bona fide occupational qualifications.
 - (a) All tenure-track faculty positions and continuing status administrative positions will be announced nationwide.

(B) Scope of Equal Employment Opportunity

- (1) Equal employment opportunity consists of all the procedures and cultural diversity activities of the college which contribute to nondiscrimination, and ensure equal employment opportunity for all.

(C) Dissemination

- (1) Lakeland's equal employment opportunity policy shall be widely disseminated within the college and the community. This is an official policy of the college and shall be considered a public document and distributed by the Human Resources Department.

(D) Responsibility for implementation

- (1) The President shall have the ultimate responsibility for achieving equal employment opportunity and related decisions.
- (2) The operating responsibility to implement and evaluate the equal employment opportunity program is assigned by the President to the Vice President for Human Resources and Organizational Development.
- (3) Supervisors
 - (a) All supervisory personnel are responsible for compliance with the equal employment opportunity policy within their area.

(E) Facilities

- (1) There shall be no discrimination in the provision or rental of facilities with the exception of the availability of segregated facilities where the traditional right of privacy dictates usage segregated by sex.

(F) Construction Contractors and Sub-Contractors

- (1) All construction contractors and sub-contractors shall be informed of the college non-discrimination requirements of the equal employment opportunity policy and notified that the college expects them to conform to applicable federal and state guidelines.

(G) Purchasing

- (1) All contractors and suppliers shall be informed of the college's non-discrimination requirements of the equal employment opportunity policy and notified that the college expects them to conform to applicable federal and state guidelines.

(H) Definitions

- (1) Discrimination is action inimical to persons because of characteristics listed in paragraph (A) (1) of this rule.
- (2) Protected classes are groups defined by federal and state regulations.

Replaces: 10/4/12

Effective: 10/04/2012

CERTIFIED ELECTRONICALLY

Certification

03/11/2015

Date

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