



EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Ogeechee Technical College not to discriminate against any employee or applicant for employment because of race, color, creed, national or ethnic origin, sex, religion, disability, age, political affiliation or belief, genetic information, disabled veteran, veteran of the Vietnam Era, spouse of military member or citizenship status (except in those special circumstances permitted or mandated by law). It is also the policy of Ogeechee Technical College to take affirmative action to employ and to advance in employment, all persons regardless of race, color, creed, national or ethnic origin, sex, religion, disability, age, political affiliation or belief, genetic information, disabled veteran, veteran of the Vietnam Era, spouse of military member or citizenship status (except in those special circumstances permitted or mandated by law), and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

Employees and applicants of Ogeechee Technical College will not be subject to harassment on the basis of race, color, creed, national or ethnic origin, sex, religion, disability, age, political affiliation or belief, genetic information, disabled veteran, veteran of the Vietnam Era, spouse of military member or citizenship status (except in those special circumstances permitted or mandated by law). Additionally, retaliation, including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local EEO law is prohibited.

As President of Ogeechee Technical College, I am committed to the principles of affirmative action and equal employment opportunity. In order to ensure dissemination and implementation of Equal Employment Opportunity and affirmative action throughout all levels of the company, I have selected Stephen E. Miller, Director for Human Resources, as the Equal Employment Opportunity (EEO) Manager for Ogeechee Technical College. One of the EEO Manager's duties will be to establish and maintain internal audit and reporting systems to allow for effective measurement of Ogeechee Technical College's programs.

In furtherance of Ogeechee Technical College's plan regarding affirmative action and equal employment opportunity, Ogeechee Technical College has developed a written *Affirmative Action Plan* to ensure that its policy of nondiscrimination and affirmative action is accomplished. This *Affirmative Action Plan* is available in the Human Resources office for inspection by any employee or applicant for employment upon request, during normal business hours. Interested persons should contact the Director for Human Resources for assistance.

We request the support of all employees in accomplishing equal employment opportunity.

Lori Durden

August 1, 2017

Ogeechee Technical College