# 500.125 EQUAL OPPORTUNITY/AFFIRMATIVE ACTION POLICY

## A. POLICY STATEMENT

Wenatchee Valley College is an equal opportunity employer and is committed to the policies and procedures that promote equal employment opportunity and to operating in compliance with state and federal law. This policy of equal opportunity applies to, and must be an integral part of, every aspect of human resource policy and practice in the employment, development, advancement, and treatment of employees and applicants for employment at the college. The ultimate goals of equal opportunity and affirmative action are to:

### 1. Meet goals in areas where protected classes are underrepresented.

### 2. Ensure equality at Wenatchee Valley College.

### 3. Avoid discrimination, either intentional or inadvertent.

### 4. Develop a workforce that is truly representative of all segments of the college’s service area.

### 5. Enhance the operation of college’s services.

## B. DEFINITIONS

**Affirmative action** is a program of positive action, undertaken with conviction and effort, to overcome the present effects of past practices, policies or barriers to equal employment opportunity and to achieve the full and fair participation of women, Blacks, Asians, Hispanics, persons with a disability, and any other protected groups found to be underutilized in the work force or affected by policies and practices having an adverse impact.

**Equal employment opportunity** is employment of individuals without consideration of race, creed, color, religion, national or ethnic origin, political affiliation, parental status or families with children, marital status, sex, sexual orientation, gender identity or expression, age, genetic information, being a victim of domestic violence, sexual assault, or stalking, participation or lack of participation in union activities, disabled veteran or Vietnam era veteran, honorably discharged veteran or military status, as required by Title VI of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1975, or the presence of any real or perceived sensory, mental, or physical disability, or the use of a trained dog guide or service animal by a person with a disability, or any other prohibited basis per [RCW 49.60.030](https://apps.leg.wa.gov/rcw/default.aspx?cite=49.60&full=true#49.60.030), [040](https://apps.leg.wa.gov/rcw/default.aspx?cite=49.60&full=true#49.60.040) and other federal and state laws and regulations.

## C. RESPONSIBILITY

The human resource office is responsible for the implementation of the affirmative action program, including assuring that recruitment activities reach appropriate sources of job candidates, providing training and advice to managers and supervisors to assure their understanding and implementation of the college's policy of equal opportunity and affirmative action.

## D. RESOLUTION OF COMPLAINTS

The college recognizes the right of individuals or groups to raise questions and pursue complaints of discrimination and adheres to a strict policy that prohibits retaliation for doing so. Questions, complaints of alleged discrimination, or concerns regarding this policy or its implementation may be directed to the Executive Director of Human Resources, Reagan Bellamy, Wenatchi Hall, 1300 Fifth Street, Wenatchee, WA 98801, (509) 682-6445 (Voice) or (509) 682-6853 or 711 (TTY).

## E. DISCIPLINARY ACTIONS

Any individual in violation of this policy will be subject to disciplinary action up to and including expulsion from the college or termination of employment.

Persons who threaten or retaliate against an individual who makes a complaint of discrimination, or cooperates in an investigation of such complaint, constitutes a separate violation and may result in a disciplinary action independent of the outcome of a complaint.

Approved by the president’s cabinet: 9/10/10, 11/5/19

Adopted by the board of trustees: 9/12/01, 10/20/10, 11/19/20

Last reviewed: 10/4/19

Policy contact: Human Resources

Related policies and procedures

000.190 [Expressive Activities Policy](https://www.wvc.edu/humanresources/policies-procedures/000-general/000.190-expressive-activities-policy.html)

000.300 [Freedom of Inquiry and Expression Policy](https://www.wvc.edu/humanresources/policies-procedures/000-general/000.300-freedom-of-inquiry-and-expression.html)

000.330 [Nondiscrimination and Harassment Policy](https://www.wvc.edu/humanresources/policies-procedures/000-general/000.330-nondiscrimination-and-harassment.html)

000.340 [Sexual Harassment Policy](https://www.wvc.edu/humanresources/policies-procedures/000-general/000.340-sexual-harassment.html)

1000.350 [Complaint Procedure for Discrimination and Harassment Procedure](https://www.wvc.edu/humanresources/policies-procedures/000-general/1000.350-complaint-procedure.html)

1400.100 [Student Rights and Freedoms Procedure](https://www.wvc.edu/humanresources/policies-procedures/400-student-services/400.100-student-rights-and-responsibilities.html)