

3357:13-16-03: Hiring Policy (Equal Employment Opportunity and Affirmative Action Policy Statement)

- (A) It is the policy of North Central State College to ensure equal employment opportunity in accordance with the Ohio Revised Code 125.111 and all applicable federal regulations and guidelines. Employment discrimination against employees and applicants due to race, color, religion, sex (including sexual harassment), national origin, disability, age (40 years old or more), military status, or veteran status is illegal.
- (B) North Central State College managers and employees will comply with state and federal equal employment laws, rules, regulations and guidelines. This policy statement will be displayed in all areas where job postings are displayed. Any employees that deliberately violate this policy will be subject to disciplinary action.
- (C) Persons who believe North Central State College has discriminated against them may file a discrimination complaint. The EEO Representative has full authority to manage issues involving employment discrimination.

Point of contact to file allegations of discrimination:

Company's EEO Representative: Doug Hanuscin

Location: 2441 Kenwood Circle, Mansfield, OH 44906

Phone Number: 419-755-4871

E-Mail Address: [dhanusci@ncstatecollege.edu](mailto:dhanusci@ncstatecollege.edu)

- (D) Specific procedures and guidelines shall be found in procedures [16-032](#) Hiring Procedure Guidelines and other documents relative to the hiring process.

Effective: January 19, 2024

Next Review: January 1, 2029

Review Dates: 03/15/06, 06/01/11, 05/01/16, 01/19/24

