

3357:13-16-08: Affirmative Action

- (A) North Central State College is committed to nondiscrimination against any individual for reasons of race, color, religion, gender, gender identity or expression, national origin (ancestry), military status (past, present or future), disability, age (40 years or older), status as a parent during pregnancy and immediately after the birth of a child, status as a parent of a young child, status as a foster parent, genetic information, or sexual orientation. Any such discrimination is contrary to Equal Employment Opportunity laws and College policy, and action to eliminate it will be given the highest priority.
- (B) Efforts to attain the goals set forth in this document are the responsibilities of all persons and divisions in the College. Positive efforts shall be made to locate, to identify, and to employ minorities, women, handicapped persons, and veterans. Retention, promotion and remuneration shall be offered equally to all persons.
- (C) North Central State College believes that minimum or “least effort” actions and procedures are ineffective in assuring equal employment and affirmative action, and are contrary to the intent and spirit of Equal Employment Opportunity laws and guidelines. Simple abstention from overt discrimination or the rewriting of job descriptions and criteria for employment will not fulfill moral and legal obligations. Culturally biased preferences for one sex over another or one race over another are not valid reasons for exclusionary practices or unjust criteria for employment.
- (D) This document is in no way intended to be used as a justification for “reverse” discrimination. No rights, privileges, benefits, raises, promotions, tenure, or retention shall be denied to those persons not suffering from discrimination in order to adjust the balance. This would constitute discrimination and is contrary to law and to the intention of affirmative action.
- (E) The purpose of this Affirmative Action Plan is to promote and sustain affirmative action goals by setting forth a detailed plan for:
- (1) The establishment of specific policies and practices for compliance with Equal Employment Opportunity laws and regulations;
 - (2) The placement of responsibility for investigation and enforcement;
 - (3) The development of formal procedures that adhere to Affirmative Action requirements for admissions, recruitment, hiring, retention, promotion, remuneration, etc., so that minorities, women, handicapped persons, and veterans may receive equal considerations;
 - (4) The methods of documentation of Affirmative Action efforts;
 - (5) The method of identification of deficiencies by a departmental analysis of the present work force, academic and non-academic; and

(6) The establishment of grievance procedures.

Effective: May 7, 2019

Next Review: May 1, 2024

Review Dates: 06/01/03, 5/7/19