



## North Central State College

**TO: All Employees**

**FROM: Doug Hanuscin**

**DATE: 3/31/2023 6:55:26 AM**

**SUBJECT: Equal Employment Opportunity and Affirmative Action Policy Statement**

It is the policy of the 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.

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 disseminated to all employees, various recruitment sources and will be displayed on all construction job sites and business locations. Any employees that deliberately violate this policy will be subject to disciplinary action.

Persons who believe North Central State College has discriminated against them may file a discrimination complaint with Doug Hanuscin. 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 44906

Phone Number: 419-755-4871

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

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