



<p><b>Personnel Policies and Procedures</b> <b><u>Equal Opportunity and Non-discrimination</u></b> Effective Date: July 1, 2009 Board Approval: June 9, 2009</p>
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**1. Purpose**

- 1.1. To summarize the Tooele Applied Technology College (TATC) policy of equal opportunity nondiscriminatory employment practices.

**2. References**

- 2.1. Board of Regents Policy and Procedures R801, Equal Opportunity, Diversity and Nondiscrimination.

**3. Policy**

- 3.1. **Equal Employment Opportunity** - The TATC is an equal opportunity employer, and is fully committed to the principle of nondiscrimination in all employment-related practices and decisions including, but not limited to, recruitment, hiring, supervision, promotion, compensation, benefits, termination, and all other practices and decisions affecting College employment status, rights, and privileges.
- 3.2. **Personnel Management Responsibilities** - College executive, administrative, and supervisory officers exercising personnel management responsibilities are required to take vigorous and appropriate action to assure that all employment-related practices and decisions are made without discrimination, harassment, or prejudicial treatment because of race, color, religion, national origin, sex, childbirth, pregnancy, pregnancy-related conditions, age, or status as a person with disabilities, disabled veteran, or veteran of the Vietnam era, or otherwise as provided by law.
- 3.3. **Job-Related Criteria and Standards** - All employment-related practices and decisions within the College shall, to the maximum feasible extent, be instituted and administered in a fair and equitable manner, using only legally valid job-related criteria and standards, including but not limited to experience, training, education, skills, and potential for successful job performance and upward mobility.