

E 220 EQUAL OPPORTUNITY	
Authority	Executive Director of Human Resources/CHRO
Effective Date	September 15, 1982
Revision Date(s)	September 15, 2021; February 15, 2017; February 18, 2009; September 15, 2004; November 14, 2001; March 8, 1995; March 20, 1991
Reviewed Date(s)	October 18, 2006
Related Policies	E-219 - Nondiscrimination
In compliance with	Title VI of the Civil Rights Act of 1964; Title VII of the Civil Rights Act of 1964; Title IX of the Education Amendments Act of 1972; The Age Discrimination in Employment Act of 1967; Age Discrimination Act of 1975; Americans with Disabilities Act of 1990; ADA Amendments Act of 2008; Section 504 of the Rehabilitation Act of 1975; Title II of the Genetic Information Nondiscrimination Act of 2008; Pregnancy Discrimination Act of 1978; Guidelines for Eliminating Discrimination and Denial of Services on the Basis of Race, Color, National Origin, Sex and Handicap in Vocational Education Programs; Wisconsin Fair Employment Act

The College desires to build a community in which opportunity is equalized and a climate of acceptance is fostered, with the inclusion of students and employees from a wide variety of backgrounds. The College recognizes that diversity in the academic environment fosters cultural awareness, mutual understanding and respect, and provides suitable role models for all students.

Equal opportunity will be provided in accordance with federal, state, and local non-discrimination laws and executive orders. An Equal Opportunity/Affirmative Action Plan for equal opportunity in employment and education will be monitored by the District's Equal Opportunity Officer appointed by the President/District Director. All administrators, supervisors, and employees are responsible for the implementation of the Equal Opportunity/Affirmative Action Plan and adherence to all nondiscrimination and equal opportunity policies and procedures.

The College will seek assurance from all contractors and suppliers of products and services that they do not discriminate. The purchase of products and services from women, minority and disabled business owners will be encouraged.