

**Sussex County Community College**  
**Policy No.: 200.12**  
**Area: Human Resources**  
**Adopted: March 29, 2016**  
**Re-adopted: January 28, 2020**

## **200.12 Equal Employment Opportunity Policy**

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### **PURPOSE OF THE POLICY**

The purpose of this policy is to ensure that all agents of Sussex County Community College (“College”) and its employees adhere to fair employment practices.

### **GENERAL STATEMENT OF EQUAL EMPLOYMENT OPPORTUNITY**

The College is committed to having an inclusive campus community where all members are treated with dignity and respect. Providing “equal employment opportunity” is one of the most important personnel policies of the College. As an Equal Opportunity Employer, the College does not discriminate in its hiring or employment practices on the basis of gender/gender-identity, sex, race or ethnicity, color, national origin, religion, age, disability, veteran’s status, genetic information, family or marital status, sexual orientation, or any other protected class.

The College’s employment practices are in accordance with Title VII of the Civil Rights Act, The Age Discrimination in Employment Act, The Americans with Disabilities Act, The Equal Pay Act, Title II of the Genetic Information Nondiscrimination Act, or any other local, state, or federal law protecting individuals from employment discrimination.

Furthermore, the College shall not discriminate on the basis of the protected class listed above in administration of its educational policies, admissions policies, scholarship and loan programs, and athletic and other College-administered programs.

It is the College’s fundamental policy to provide equal opportunity in all areas of employment practice. This policy extends to recruitment and hiring, working conditions, pay and benefits, professional development opportunities, performance review, promotion, and all other terms and conditions of employment.

### **TYPES OF PRACTICES THAT ARE PROHIBITED**

Prohibited practices include:

- a. harassment or discrimination on the basis of any of the listed protected groups;
- b. retaliation against a student or employee for filing a charge of discrimination,

- participating in an investigation, or opposing discriminatory practices;
- c. denying employment opportunities to a qualified applicant or employee because of marriage to, or association with, an individual of a particular protected group listed above;
  - d. using genetic information protected by law pertaining to an applicant or an employee, or a member of the applicant's or employee's family, to make employment decisions;
  - e. excluding a student or applicant, persecuting a student or otherwise denying or limiting his/her educational access, benefits, or opportunities based upon that student's or applicant's membership in a protected category, as described above.