

FLATHEAD VALLEY COMMUNITY COLLEGE

Policy Manual

CHAPTER I - DOCTRINE

SECTION 50: EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION*

Approved: April 4, 2000

EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION POLICY

Flathead Valley Community College provides to all people the equal opportunity for education and employment without regard to race, color, religion, creed, political ideas, sex, gender identity, sexual orientation, age, marital status, veteran's status, service in the uniformed services as defined by state and federal law, physical or mental disability, national origin or ancestry except as authorized by law. Responsibility for effecting equal opportunity accrues to all College administrators, faculty, and staff. This responsibility includes assurance that employment and admission decisions, personnel actions, and administration of benefits to students and employees, rests upon criteria that adhere to the principle of equal opportunity.

The College prohibits retaliation against a person for bringing a complaint of prohibited discrimination, for assisting someone with a complaint of discrimination, or for participating in any manner in an investigation nor resolution of a complaint of discrimination.

* History: Adopted as policy from Personnel Handbook as "Affirmative Action;" Revised 11/12/86; adopted as "Equal Opportunity" April 4, 2000; Revised 11/25/2013; Revised 4/28/2014; Reviewed February 24, 2020