

# OLYMPIC COLLEGE POLICY

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**TITLE: Affirmative Action Policy**

**POLICY NUMBER: OCP 400-06**

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**I. Intent**

In establishing affirmative action as a priority, Olympic College's leadership believes that affirmative action must occur not only in the employment phase of its operation, but also in promotions, training and development and other workplace opportunities.

**II. Policy**

Olympic College, Community College District No. 3, shall provide equal educational and employment opportunities without regard to race or ethnicity, creed, color, sex, national origin, age, religious preference, life-threatening illness, the presence of any sensory, mental, or physical disability, sexual orientation, status as a disabled or Vietnam-era veteran, or political opinions or affiliations.

Olympic College will operate aggressively and affirmatively in implementing and maintaining programs, which will promote genuine equal education and employment attitudes and opportunities. Complying with this policy is a priority commitment for day-to-day operations at Olympic College, resulting in improved opportunities for protected groups and an improved learning environment.

**III. Affirmative Action/Equal Opportunity Officer**

The Affirmative Action/Equal Opportunity Officer (AA/EEO) (Executive Director of Human Resource Services) is responsible for the implementation and maintenance of systems that monitor the effectiveness of the College's Affirmative Action Plan. While it is the obligation of all staff members to assist in achieving goals for the plan, administrators and supervisors are expected to provide leadership in this effort.

Persons who have questions or grievances regarding affirmative action or equal employment and education opportunities at the College are invited to contact the College President or the AA/EEO.

<i>Recommended by</i>	<i>Linda Yerger, Executive Director of Human Resources</i>
<i>Submitted to President's Cabinet for Review</i>	<i>02/23/2010</i>
<i>Approved by President</i>	<i>02/23/2010</i>
<i>Submitted to Board of Trustees</i>	<i>03/23/2010</i>
<i>Approved by Board of Trustees</i>	<i>March 28, 1995 (ref. May 23, 1995)</i>
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