

## **EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION**

### **PURPOSE**

To promote equal and fair employment opportunities and to prevent discrimination, in furtherance of the Anti-Discrimination & Harassment Policy, for all employees and applicants in accordance with applicable laws.

### **POLICY STATEMENT**

Edison State Community College is committed to providing equal employment opportunities for all employees and applicants without regard to race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, marital status, amnesty or status as a covered veteran in accordance with applicable federal, state and local laws. Actions that affirmatively and positively achieve equal employment opportunities will be utilized. These affirmative actions will be continuously conducted in order to achieve and maintain a diverse and qualified applicant pool and workforce. Procedures will be in place to effectively promote this policy and will include recruitment and hiring practices, compensation and conditions of employment.

### **PERSONS AFFECTED**

All Edison State Community College employees and applicants, including student employees and student applicants.

### **DEFINITIONS**

#### **AFFIRMATIVE ACTION**

As required by a federal Executive Order 11246, is to promote equal employment opportunity for persons protected under law from acts of illegal discrimination.