

### **1030 Affirmative Action Policy**

Discrimination against any individual for reasons of political affiliation, age, race, creed, color, handicap (disability), marital status, sex, national origin, ancestry, sexual orientation, arrest or conviction record, religion, pregnancy, parental status, status in regard to public assistance, service to the armed forces, or other protected status is specifically prohibited in employment and in education programs. It is the policy of NCTC that a formal Affirmative Action Program operates on each campus.

The Affirmative Action Program will function to identify and help eliminate discriminatory practice in order that equal employment opportunities are extended to all persons in all positions. The concept of equal opportunity is embodied in the very nature of the service provided to the community.

Primary responsibility for equal opportunity and affirmative action is with the College President/CEO. The Equal Opportunities/Affirmative Action Officer develops and monitors the functions of the Affirmative Action Program. The total support of every employee, student and recipient of college services is also required to assure equality of opportunity and respect for individuals.

The college will make continuous effort to comply with the following laws: Titles VI and VII of the Civil Rights Act of 1964 as amended, Title IX of the Educational Amendments Act of 1972, Section 504 of the Rehabilitation Act, the Americans with Disabilities Act of 1990, the Civil Rights Act of 1991, the Carl D. Perkins Vocational Education Act, the Equal Pay Act of 1973, the Age Discrimination Acts of 1967 and 1975, the Civil Rights Restoration Act of 1987, the Minnesota Fair Employment Law, other appropriate laws and executive orders and/or administrative directives and codes including the Office of Civil Rights Guidelines for Eliminating Discrimination and Denial of Services on the basis of race, color, national origin, sex and handicap in Vocational Programs.

Date of Adoption: 1/11/05

Date of Implementation: 1/11/05

Date & Subject of Revisions: