
Policy 100: Equal Opportunity

Related Policies

Adopted: November 21, 2019

Amended

I. Introduction

The Board of Directors at Central Penn College affirms that diversity in all aspects of the educational environment is necessary to achieve the highest level of academic excellence. Central to the College's commitment to equal opportunity, the Board of Directors seeks to maintain an environment that is free of conduct that unreasonably interferes with the academic and professional experience of any member of its community.

II. Purpose:

This Board Policy codifies the College's current Equal Opportunity practice and procedures located in the Employee Handbook. The College's Equal Opportunity practices and procedures remain in effect, uninterrupted.

III. Definitions

Equal Opportunity: The principle of non-discrimination which emphasizes that opportunities in education, employment, advancement, benefits, and resource distribution, and other areas should be freely available to all citizens irrespective of their, age, race, sex, religion, political association, ethnic origin, or any other individual or group characteristics unrelated to ability, performance, and qualification.

IV. Policy

Central Penn College does not discriminate on the basis of age, race, color, gender, gender identity, sexual orientation, national or ethnic origin, religion, disability, genetic information, veteran's status or any other protected class in the recruitment and employment of faculty and staff. Employment decisions are based on merit, qualifications and abilities. Consistent with our unlawful harassment policy, the College is committed to providing a work environment that is free of discrimination and harassment.

V. Effective Date

Immediately