

**SOUTHWESTERN ILLINOIS
COLLEGE
DISTRICT 522
BOARD POLICY MANUAL**

**POLICY
STATEMENT**

POLICY ISSUE: Equal Employment Opportunity

POLICY CODE: 3004

DATE ADOPTED: July 1991

DATE(S) REVIEWED: August 1992, January 1993,
August 2010, October 2010

DATE(S) AMENDED: March 1993, September 2010,
November 2010

It is the policy of Southwestern Illinois College to grant equal employment opportunity to all qualified persons without regard to race, creed, color, sex, religion, national origin/ancestry, disability, sexual orientation, veteran status or age.

Persons who are most qualified will be hired or promoted regardless of race, creed, color, sex, religion, national origin/ancestry, disability, sexual orientation, veteran status, or age. The policy on equal opportunity pertains to employment, promotion, wages, benefits, and all other privileges, terms, and conditions of employment.

In accordance with Executive Orders 11246 and 11375, the Rehabilitation Act of 1973, the Vietnam Era Veterans Readjustment Act of 1974, the Americans with Disabilities Act of 1990, and the implementing regulations established by the United States Department of Labor, Office of Federal Contract Compliance Programs, Southwestern Illinois College has developed a written Affirmative Action Plan to implement the policy of equal opportunity through positive efforts.

The College's Affirmative Action Plan is predicated on three principles:

1. It is the intent of the Board of Trustees and of the administration to conduct the college employment activities in a manner which does not discriminate against members of any of the protected groups of persons.
2. The ability of the administration to recommend the Board appointment of members of the protected groups is directly related to the ability of the institution to recruit qualified candidates for consideration of employment by the immediate supervisor. In this regard, recruitment activities targeted to members of protected groups are a critical element of the Affirmative Action Plan.
3. The institution will evaluate the effectiveness of its Affirmative Action Plan by comparing the employment participation rate of protected group members to the availability of protected class members within the relevant labor market.

See Administrative Procedure 3004 AP Affirmative Action Plan.