

**BRIDGEVALLEY COMMUNITY AND TECHNICAL COLLEGE
BOARD OF GOVERNORS**

POLICY B-16

AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY

Section 1. General

- 1.1. Scope — This rule sets forth the BridgeValley Community and Technical College (BridgeValley) Board of Governors' Affirmative Action and Equal Employment Opportunity Policy
- 1.2. Authority — W. Va. Code § 18B-1-6, § 18B-2A-4. West Virginia Council for Community and Technical Education Procedural Rule Series 40
- 1.3. Effective Date — July 12, 2013

Section 2. Policy Statement

- 2.1. The BridgeValley Board of Governors (Board) reaffirms its commitment to the full realization of Affirmative Action and Equal Employment Opportunity in its employment practices.
- 2.2. It is the policy of BridgeValley to:
 - 2.2.1. Recruit, hire, train, promote, retain, tenure, and compensate persons in all applicable administrative, classified, faculty, unclassified, and student job titles without regard to age, ethnicity, disability status, national origin, race, religion, sex, sexual orientation or veteran status unless otherwise prohibited by applicable law;
 - 2.2.2. Base decisions of employment to further the principles of affirmative action and equal employment opportunity;
 - 2.2.3. Ensure that promotion, reappointment and tenure decisions are in accordance with the principles of affirmative action and equal employment opportunity by imposing only valid requirements for promotional, reappointment and tenure opportunities; and
 - 2.2.4. Ensure that all personnel action including compensation, benefits, lay off, return from lay off, training, education/tuition assistance, social and recreational programs will be administered without regard to age, ethnicity, disability status, national origin, race, religion, sex, sexual orientation or veteran status unless otherwise prohibited by applicable law.

Section 3. Affirmative Action Plan

- 3.1. The institution shall submit its affirmative action plan to the Chancellor of the Community and Technical College System by July 1 of each calendar year.