



**NORTHERN
PENNSYLVANIA
REGIONAL COLLEGE**

Policy: NPRC- 2003: Equal Employment and
Educational Opportunity

Origination: 6/17/2019

Approved: 08-09-2019

Effective: 08-09-2019

Reviewed:

Last Updated:

SUBJECT: EQUAL EMPLOYMENT AND EDUCATIONAL OPPORTUNITY

1. PURPOSE

The Northern Pennsylvania Regional College declares and reaffirms a policy of Equal Employment and Educational Opportunity.

2. SCOPE AND APPLICABILITY

This policy is applicable in all aspects of employment including recruitment, selection, hiring, training, transfer, promotion, termination, compensation, and benefits as well as all aspects of education including recruitment and admission.

3. REFERENCES

- 3.1 Master Policy Index
- 3.2 NPRC-2001: Affirmative Action

4. DEFINITIONS

- 4.1 The **College** shall mean the Northern Pennsylvania Regional College.
- 4.2 **Discrimination** is the unjust or prejudicial treatment of different categories of people, especially on the grounds of race, age, sex or other demographic as identified below.

5. POLICY

- 5.1 The College will make all decisions regarding the recruitment, hiring, promotion, and other terms and conditions of employment without discrimination on the grounds of race, color, religion, national origin, ancestry or place of birth, sex, gender identity or expression, perceived gender identity, sexual orientation, disability, use of a service animal due to disability, marital status, familial status, genetic information, veteran status, age or other factor that cannot be lawfully used as the basis for employment and educational decisions.

5.2 If an applicant believes that they have been subject to discrimination during any phase of the recruitment process, they may file a complaint under the NPRC's affirmative action policy, NPRC-2001.


6. RESPONSIBILITIES AND TIMELINE

Any applicant with questions or concerns about any type of discrimination in the hiring process is encouraged to bring these issues to the attention of the Vice-President of Finance and Administration or their designee.


7. REVIEW STATEMENT

This policy shall be reviewed on a regular basis at least once every five-years per the Policy Review Schedule established by the President or the President's designee. A review of the policy may be requested prior to the timeframe outlined by the policy review schedule by any student, faculty, staff, administrator, or board member. Such a request must be submitted in writing to the office of the President and must address specific concerns. Upon receipt of such a request, a complete review of the policy will be conducted within three months. Upon review, the President or President's designee may recommend to the Board of Trustees that the policy be amended or repealed.


8. SIGNATURES




Chair, Board of Trustees



Date



President



Date

Attachments: None

Distribution: Board of Trustees; www.regionalcollege.org

Revision Notes: Policy in Origination