



**NORTHERN
PENNSYLVANIA
REGIONAL COLLEGE**

Policy: NPRC-2001: Affirmative Action
Origination: 6/21/2019
Approved: 08-09-2019
Effective: 08-09-2019
Reviewed:
Last Updated:

SUBJECT: AFFIRMATIVE ACTION

1. PURPOSE

The College does not discriminate and prohibits discrimination against any individual based upon 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 classification protected by applicable law in matters of admissions, employment, services or in the educational programs or activities that it operates.

2. SCOPE AND APPLICABILITY

This policy is applicable to all aspects of employment including recruitment, selection, hiring, training, transfer, promotion, termination, compensation, benefits and the like.

3. REFERENCES

- 3.1 Master Policy Index
- 3.2 NPRC 1010: Whistleblower
- 3.3 NPRC 2003: Equal Employment Opportunity

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, or sex or any other demographic.

5. POLICY

- 5.1 The faculty and staff of the College are expected to treat each other and students with the respect each person deserves and to avoid any conduct that could be construed as discriminatory.
- 5.2 The College prohibits and will not engage in retaliation against any person who, in good faith, reports a violation of this policy, provides information in an investigation of a potential violation or otherwise engages in protected activity under the law as set forth in NPRC 1010: Whistleblower Policy.



6. RESPONSIBILITIES AND TIMELINES


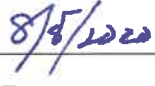
Any faculty or staff member, third-party vendor or guest with questions or concerns about any type of discrimination in the workplace is encouraged to bring these issues to the attention of their supervisor, the Vice-President of Finance and Administration or the Dean of students, whichever is most appropriate.

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