

D.2.1 (Policy) Equal Employment Opportunity

Responsible Department: Human Resources, Legal

Board Adoption: 4-28-09

Last Board Action: 6-22-10

The College District strives for an environment that values and affirms the diversity of its students and employees. The College District also supports inclusiveness that recognizes, values, and reflects the diversity of the communities it serves.

The College District and its employees shall apply College District employment policies, procedures, practices and guidelines in a manner that provides equal opportunities without regard to race, color, religion, gender, national origin, age, disability, veteran status, genetic information or sexual orientation and neither the College District nor its employees shall discriminate against any person with regard to race, color, religion, gender, national origin, age, disability, veteran status, genetic information or sexual orientation.

This policy applies to hiring and conditions, terms, and privileges of employment including but not limited to compensation, benefits, and employee development and safety.

The Human Resources department shall promptly investigate and address allegations of discrimination. Third-party investigators may also be engaged if appropriate. A substantiated charge of discrimination against an employee may result in disciplinary action, up to and including termination.

All levels of management are charged with the responsibility to promote, through a continuing program, equal opportunity for all employees under their supervision.

As used in this Policy and in any related Policy or Procedure, "sexual orientation" means homosexuality, heterosexuality or bisexuality. Nothing in this Policy and in any related policy or procedure shall be construed to (a) require the College District to treat an unmarried couple in the same manner as the College District treats a married couple for purposes of employee benefits or (b) prohibit the College District from enforcing rules and policies that do not intentionally discriminate, if the rules and policies are uniformly applied to all individuals regardless of sexual orientation. "Married" refers to marriage as that term is defined in section 7 of title I, United States Code (referred to as the Defense of Marriage Act).

Procedure [D.2.1.1](#) Equal Employment Opportunity

Legal Reference - TACC Policy Reference Manual

DAA(LEGAL) - Employment Objectives: Equal Employment Opportunity