



EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Chattahoochee Technical College not to discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability or because he or she is a protected veteran. It is also the policy of Chattahoochee Technical College to take affirmative action to employ and to advance in employment, all persons regardless of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, marital status, genetic information, disability or protected veteran status, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

Employees and applicants for employment of Chattahoochee Technical College are protected by federal laws, Presidential Executive Orders, and state and local laws designed to protect federal employees and job applicants from discrimination and they will not be subject to harassment on the bases of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, marital status, genetic information, disability or because he or she is a protected veteran. Additionally, retaliation, including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local EEO law is prohibited.

As President of Chattahoochee Technical College I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of Equal Employment Opportunity and affirmative action throughout all levels of the company, I have selected Ron Price, Vice President for Human Resources and Professional Development, as the Equal Employment Opportunity (EEO) Manager for Chattahoochee Technical College. One of the EEO Manager's duties will be to establish and maintain internal audit and reporting systems to allow for effective measurement of Chattahoochee Technical College's programs.

In furtherance of Chattahoochee Technical College's policy regarding Affirmative Action and Equal Employment Opportunity, Chattahoochee Technical College has developed a written Affirmative Action Program which sets forth the policies, practices and procedures that Chattahoochee Technical College is committed to in order to ensure that its policy of nondiscrimination and affirmative action is accomplished. This Affirmative Action Program is available in the Human Resources office for inspection by any employee or applicant for employment upon request, during normal business hours. Interested persons should contact Ron Price for assistance.

We request the support of all employees in accomplishing Equal Employment Opportunity.

A handwritten signature in black ink that reads "Ron Newcomb".

Ronald Newcomb
January 1, 2016
Chattahoochee Technical College