

DAVIDSON-DAVIE COMMUNITY COLLEGE

Human Resources

EQUAL EMPLOYMENT OPPORTUNITY

POLICY 3.1.1

The College provides equal employment opportunities to all employees and applicants for employment without regard to race, religion, color, national origin, sex, gender, gender identity, sexual orientation, age, disability, genetic information, pregnancy, political affiliation or status as a covered veteran in accordance with all applicable federal, state and local laws. Upon request, the College will make reasonable accommodations for qualified individuals with disabilities so that they may be able to perform the essential functions of their job unless doing so would result in an undue burden for the College.

This policy applies to all terms and conditions of employment including, but not limited to: hiring, placement, promotion, termination and compensation.

Any inquiries, questions or clarifications regarding this policy should be made to the College's Director of Human Resources.

Adopted: November, 2019

Updated: February, 2024

[Legal Reference: Title VII of the Civil Rights Act of 1964](#)

[Legal Reference: The Age Discrimination in Employment Act of 1967](#)

[Legal Reference: Section 504 of the Rehabilitation Act of 1973](#)

[Legal Reference: The Americans with Disabilities Act of 1990](#)

[Legal Reference: The Genetic Information Nondiscrimination Act of 2008](#)

[Legal Reference: Title IX of the Education Amendments of 1972](#)

[Legal Reference: 1C SBCCC 200.95](#)

[Pregnant Workers Fairness Act of 2023](#)