

POLICY: 2.1.1. (I.B.; III.A; and V.A.) **Statement of Equal Opportunity**

Revised: March 3, 2022; April 2, 2020; January 5, 2018; May 5, 2016; September 6, 2012; February 1, 2007; June 1, 2006; January 17, 2001; and February 3, 1994.

Last Reviewed: April 10, 2023; September 6, 2022, and March 3, 2022.

Adopted: July 7, 1988.



POLICY:

The Technical College System of Georgia and its constituent Technical Colleges do not discriminate based on race, color, creed, national or ethnic origin, sex, religion, disability, age, political affiliation or belief, genetic information, disabled veteran, a veteran of the Vietnam Era, spouse of a military member, or citizenship status (except in those circumstances permitted or mandated by law). This nondiscrimination policy encompasses all Technical College-administered programs financed by the federal government, including any Workforce Innovation and Opportunity Act (W.I.O.A.) Title I financed educational programs and activities, including admissions, scholarships and loans, student life, and athletics. It also encompasses the recruitment and employment of personnel and contracting for goods and services. The Technical College System and Technical Colleges shall promote the realization of equal opportunity through a positive continuing program of specific practices designed to ensure the full completion of equal opportunity.

The Commissioner shall develop procedures for implementing this policy and addressing employee and student complaints of unlawful discrimination for all work units and colleges as mandated by federal compliance guidelines.

RELATED AUTHORITY:

O.C.G.A. § 20-4-11 – Powers of Board.
O.C.G.A. § 20-4-14 – TCSG Established; Powers and Duties.
Title IX of the Educational Amendments of 1972.
Title VI and Title VII of the Civil Rights Act of 1964, as amended.
Age Discrimination in Employment Act of 1967, as amended Executive Order 11246.
Vietnam Era Veteran’s Readjustment Act of 1974, as amended.
Section 504 of the Rehabilitation Act of 1973, as amended Americans with Disabilities Act of 1990.
Equal Pay Act of 1963.
Lilly Ledbetter Fair Pay Act of 2009.
Georgia Fair Employment Practices Act of 1978, as amended. Immigration Reform and Control Act of 1986.
Genetic Information Nondiscrimination Act of 2008 Workforce Innovation and Opportunity Act (W.I.O.A.) of 2014.