

POLICY: 2.1.1. (I.B; III.A; V.A)

Statement of Equal Opportunity

Revised: April 2, 2020; January 5, 2018; May 5, 2016; September 6, 2012, February 1, 2007, June 1, 2006, January 17, 2001, February 3, 1994
Last Reviewed: September 9, 2020, September 3, 2019
Adopted: July 7, 1988



POLICY:

The Technical College System of Georgia and its constituent technical colleges do not discriminate on the basis of race, color, creed, national or ethnic origin, sex, religion, disability, age, political affiliation or belief, genetic information, disabled veteran, veteran of the Vietnam Era, or citizenship status (except in those special circumstances permitted or mandated by law). This nondiscrimination policy encompasses the operation of all TCSG and technical college-administered programs, federally financed programs, educational programs and activities involving admissions, scholarships and loans, student life and athletics. It also applies to the recruitment and employment of personnel and the contracting for goods and services.

All work and campus environments shall be free from unlawful forms of discrimination, harassment and retaliation. TCSG and the technical colleges are expected to promote the full realization of equal opportunity through affirmative and continuing practices.

The Commissioner shall develop procedures for implementing this policy and for 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 the Board
O.C.G.A. § 20-4-14 – TCSG 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, as amended
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, as amended
Equal Pay Act
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 (WIOA) of 2014