

**EASTERN WEST VIRGINIA COMMUNITY & TECHNICAL COLLEGE  
BOARD OF GOVERNORS  
POLICY NO. BP – 6.6**

**TITLE:** **EQUAL OPPORTUNITY, NON-DISCRIMINATION, AFFIRMATIVE ACTION AND SOCIAL JUSTICE**

**SECTION 1. GENERAL**

- 1.1 Scope -** This policy states and reaffirms the College’s positions on equal opportunity, non-discrimination, affirmative action, and social justice.
- 1.2 Authority -** Title VI and VII of the Civil Rights Act of 1964; Title IX of The Education Amendments and Civil Rights Act of 1972; Equal Opportunity Commission interpretative guidelines Issued in March 1980; Executive Order 11246; Age Discrimination in Employments Act; Rehabilitation Act of 1973; Sections 503 and 504; Vietnam Era Veterans Readjustment Act of 1974; Americans with Disabilities Act; Disabled Veterans Act; Equal Pay Act; Immigration Reform and Control Act of 1986; West Virginia Human Rights Act of 1967, West Virginia Code Sections 18B-1-6; Title 133 Procedure Rule WVHEPC Series 40, WVCTC Title 135 Series 40
- 1.3 Effective Date -** August 20, 2003; Revised 4/2/19; Revised 10/21/20
- 1.4 Repeal of Former Rule -** Repeals Eastern West Virginia Community & Technical College Board of Governors Transitioned Policy No. 4.1, and the former State College System Board of Directors Series 56, titled “Social Justice.”

**SECTION 2. STATEMENT**

Eastern WV Community & Technical College is committed to social justice, equity, diversity and, ultimately, creating a community of belonging for all students, faculty, staff and visitors. We acknowledge that social justice is an ongoing process, not just a goal. By recognizing the dignity of each individual, we seek to build an educational environment void of violence, oppression, hatred, alienation and inequality. We seek to build a place where every individual feels welcome and respected.

The Eastern WV Community & Technical College Board of Governors is committed to equal opportunity and non-discrimination for all employees, students, prospective students and applicants for employment. Eastern West Virginia Community & Technical College provides

opportunity to all prospective and current members of the student body, faculty, and staff on the basis of individual qualifications and merit without regard to race, color, sex, sexual preference, religion, age, national origin, sexual orientation, marital or parental status, familial status, veteran status, or disability. The College neither affiliates knowingly with nor grants recognition to any individual group or organization having policies that discriminate on the basis of race, color, sex, sexual preference, religion, age, national origin, sexual orientation, marital or parental status, familial status, veteran status, or disability as defined by applicable laws and regulations.

The Board concurs with the American Association of Community Colleges (AACC) that such a commitment to equal opportunity and non-discrimination *“ensures and recommitts to open doors access, the cornerstone of the community of college mission. This fundamental commitment is critical to our democracy’s cherished principle of equal opportunity for every individual and to the social and economic vitality of our nation.”*

The College will take affirmative action measures to insure the continued entry of qualified minorities, women, veterans and the disabled, as defined by law, into the staff and student bodies.

**SECTION 3. DELEGATION OF AUTHORITY**

The Board reaffirms its delegation to the President the responsibility to develop administrative regulations and complaint procedures, which implement this policy.

  
BOARD OF GOVERNORS, CHAIR

10-22-2020  
DATE