

**SOUTHERN WEST VIRGINIA COMMUNITY AND TECHNICAL COLLEGE
BOARD OF GOVERNORS
SCP-1160**

SUBJECT: Diversity Philosophy

REFERENCE: American Association of Community Colleges, Position Statement on Inclusion
<http://www.aacc.nche.edu>

ORIGINATION: August 20, 1998

EFFECTIVE: August 20, 1998

REVIEWED: July 19, 2010

SECTION 1. PURPOSE

- 1.1 To communicate support for, and adoption of, the Association of Community Colleges' (AACC) "Position Statement on Inclusion."

SECTION 2. SCOPE AND APPLICABILITY

- 2.1 This policy applies to all programs, processes, employees, departments, units, committees, councils, and boards associated with Southern West Virginia Community and Technical College.

SECTION 3. DEFINITIONS

- 3.1 *Diversity* is a commitment to valuing and promoting differences, similarities, and characteristics that make groups and individuals unique in an atmosphere that promotes and celebrates individual and collective achievement. Examples of these characteristics are: age; cognitive style; culture; disability (mental, learning, or physical); economic background; education; ethnicity; gender identity; geographic background; language(s) spoken; marital/partnered status; physical appearance; political affiliation; race; religious beliefs; and sexual orientation.
- 3.2 *Inclusion* involves empowering and leveraging diversity in the workforce and student body by enabling individuals to contribute to their fullest potential through individual development, retention, and pluralistic work and educational processes.
- 3.3 *Pluralistic work and educational processes* are work/education methods practiced in participation, consideration, and respect for members of diverse ethnic, racial, religious, or social groups.

SECTION 4. POLICY

- 4.1 The Association of Community Colleges (AACC) believes that community colleges provide access to a broad spectrum of quality educational opportunities and life experiences. The colleges value diversity as an enhancement of those experiences in their classrooms, administrative offices, and board rooms. They are committed to policies that promote fairness and inclusion for all in the life of the college. As a reflection of AACC commitment, Southern West Virginia Community and Technical College strives to promote fairness and inclusion in its own policies and practices.

SECTION 5. BACKGROUND OR EXCLUSIONS

5.1 None

SECTION 6. GENERAL PROVISIONS

6.1 Southern West Virginia Community and Technical College strongly endorses the continued use of admissions guidelines and employment practices that promote broad diversity in community colleges.

6.1.1 The AACC and Southern believe that colleges should be free to pursue standards and guidelines which allow them to fulfill their diversity missions and visions. The students they educate will help provide tomorrow's leaders, and their college experience must demonstrate the richness and substance of our diverse, multi-cultural and global environment. The college environment should promote understanding and appreciation of others, while encouraging students to grow as individuals.

6.2 Southern West Virginia Community and Technical College reaffirms its commitment to diversity.

6.2.1 In accordance with this philosophy, Southern strives to continually evaluate its hiring, admissions, and financial aid policies to ensure diversity and equal access within the institution. The College strives to ensure that the results of these evaluations conform to the concept of open access - the cornerstone of the community college mission.

6.3 Southern West Virginia Community and Technical College believes that diversity is crucial to a democratic society.

6.3.1 The AACC and Southern believe that community colleges are, in effect, microcosms of our greater society. As such, they should encourage and enhance the fullest understanding of human rights and responsibilities and should teach the skills that allow their students to effectively participate in a democratic society. The colleges should be responsible for shaping an environment that mirrors the general culture and creates opportunities for all within the college community to interact with understanding, tolerance, and respect for others. In this way, diversity in education not only serves as a model for the world at large, but it also helps perpetuate social harmony for the future.

6.4 The AACC and Southern strongly endorse the adoption of policies and procedures designed to counteract and prevent hate crimes.

6.4.1 Hate crimes, are defined herein as crimes that manifest evidence of prejudice based on race, religion, sexual orientation, gender, or ethnicity, including where appropriate, the crimes of murder, non-negligent manslaughter, forcible rape, aggravated assault, simple assault, intimidation, arson, and destruction, damage or vandalism of property. The AACC and Southern, furthermore, endorse the systematic reporting of hate crimes by institutions, in order to encourage the implementation of effective intervention measures that will serve to address these challenges on college campuses. Community awareness and education strategies are additional byproducts of all these efforts.

6.5 Many colleges and universities share a common belief, born of experience, that diversity in their student bodies, faculties, and staff is important for them to fulfill their primary mission: providing a quality education. The reasons include:

6.5.1 Diversity in the institution's student body and workforce enriches the educational experience. We learn from those whose experiences, beliefs, and perspectives are different from our own, and these lessons can be taught best in a richly diverse intellectual and social environment.

- 6.5.2 Diversity in the institution’s student body and workforce promotes personal growth and a healthy society. Diversity challenges stereotyped preconceptions; it encourages critical thinking; and it helps students and employees learn to communicate effectively with people of varied backgrounds.
 - 6.5.3 Diversity in the student body and workforce strengthens communities and the workplace. Education within a diverse setting prepares students to become good citizens in an increasingly complex, pluralistic society; it fosters mutual respect and teamwork; and it helps build communities whose members are judged by the quality of their character and their contributions.
 - 6.5.4 Diversity in the student body and workforce enhances America’s economic competitiveness. Sustaining the Nation’s prosperity in the 21st century will require us to make effective use of the talents and abilities of all our citizens, in work settings that bring together individuals from diverse backgrounds and cultures.
- 6.6 Achieving diversity on college campuses does not require quotas. Nor does diversity warrant admission of unqualified applicants. However, the diversity we seek, and the future of the nation, does require that colleges and universities continue to be able to reach out and make a conscious effort to build healthy and diverse learning environments appropriate for their missions. The success of higher education and the strength of our democracy depend on it.

SECTION 7. RESPONSIBILITIES AND PROCEDURES

- 7.1 All employees, supervisors, committees, councils, and boards making recommendations or decisions for the institution are responsible for supporting and promoting this diversity philosophy.

SECTION 8. CANCELLATION

- 8.1 None.

SECTION 9. REVIEW STATEMENT

- 9.1 This policy shall be reviewed on a regular basis with a time frame for review to be determined by the President or the President’s designee. Upon such review, the President or President’s designee may recommend to the Board that the policy be amended or repealed.

SECTION 10. SIGNATURES

Board of Governors Chair

Date

President

Date

Attachments: None.

Distribution: Board of Governors (12 members)
www.southernwv.edu

Revision Notes: Reformatted to MAP system in September 2000. August 2010, revised to reflect current AACC Position Statement on Inclusion.

Equal Employment Opportunity is THE LAW

Employers Holding Federal Contracts or Subcontracts

Applicants to and employees of companies with a Federal government contract or subcontract are protected under the following Federal authorities:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

INDIVIDUALS WITH DISABILITIES

Section 503 of the Rehabilitation Act of 1973, as amended, prohibits job discrimination because of disability and requires affirmative action to employ and advance in employment qualified individuals with disabilities who, with reasonable accommodation, can perform the essential functions of a job.

VNAM ERA, SPECIAL ABLED, RECENTLY SEPARATED, AND OTHER PROTECTED VETERANS

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C., 4212, prohibits job discrimination and requires affirmative action to employ and advance in employment qualified Vietnam era veterans, qualified special disabled veterans, recently separated veterans, and other protected veterans. A recently separated veteran is any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval or air service.

RETALIATION

Retaliation is prohibited against a person who files a charge of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination under these Federal laws.

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under the authorities above should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP), Employment Standards Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, DC 20210, (202) 693-0101 or call an OFCCP regional or district office listed in most telephone directories under U.S. Government, Department of Labor. For individuals with hearing impairment, OFCCP's TTY number is (202) 693-1337.

Private Employment, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under the following Federal laws:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Title VII of the Civil Rights Act of 1964, as amended, prohibits discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy and sexual harassment) or national origin. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship.

DISABILITY

Title I and Title V of the Americans with Disabilities Act of 1990 (ADA), as amended, protect qualified applicants and employees with disabilities from discrimination in hiring, promotion, discharge, pay, job training, fringe benefits, classification, referral, and other aspects of employment on the basis of disability.

The law also requires that covered entities provide qualified applicants and employees with disabilities with reasonable accommodations, unless such accommodations would impose an undue hardship on the employer.

AGE

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination on the basis of age in hiring, promotion, discharge, compensation, terms, conditions or privileges of employment.

SEX (WAGES)

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act of 1964, as amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in payment of wages to women and men

performing substantially equal work, in jobs that require equal skill, effort and responsibility under similar working conditions, in the same establishment.

RETALIATION

Retaliation is prohibited against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes discrimination under these Federal laws.

If you believe that you have been discriminated against under any of the above laws, and to ensure that you meet strict procedural timelines to preserve the ability of EEOC to investigate your complaint and to protect your right to file a private lawsuit, you should immediately contact:

The U.S. Equal Employment Opportunity Commission (EEOC), Washington, DC 20507 or an EEOC field office by calling toll free (1-800) 669-4000. For individuals with hearing impairments, EEOC's toll free TTY number is 1-800 669-6820.

Programs or Activities Receiving Federal Financial Assistance

RACE, COLOR, SEX, NATIONAL ORIGIN

In addition to the protection of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs.

Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal assistance.

INDIVIDUALS WITH DISABILITIES

Section, 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance in the federal government, public or private agency. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of a job.

If you believe you have been discriminated against in a program of any institution which receives Federal assistance, you should contact immediately the Federal agency providing such assistance.

Publication OFCCP 1420
Revised August 2008



NOTICE

THE WEST VIRGINIA HUMAN RIGHTS ACT

Prohibits Discrimination in Employment

and

Places of Public Accommodations

Based on

RACE, RELIGION, COLOR, NATIONAL ORIGIN, ANCESTRY, SEX,
AGE (40 OR ABOVE), BLINDNESS, OR DISABILITY

AND

Discrimination in Housing

Based on

RACE, RELIGION, COLOR, NATIONAL ORIGIN, ANCESTRY, SEX,
BLINDNESS, DISABILITY, OR FAMILIAL STATUS

For Further Information or to File a Complaint, Call, Write, or Visit:

WEST VIRGINIA HUMAN RIGHTS COMMISSION

MAIL ADDRESS

State Capitol
Charleston, West Virginia 25305

TELEPHONE

(304) 558-2616

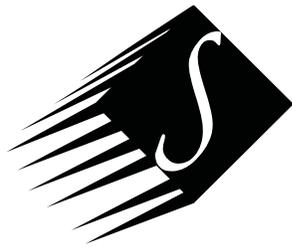
FAX (304) 558-0085

TDD (304) 558-2976

OFFICE LOCATION

1321 Plaza East
Room 108A

Charleston, West Virginia 25301-1400



Southern

West Virginia Community and Technical College

Southern West Virginia Community and Technical College does not discriminate on the basis of race, color, national origin, sex, disability, or age in the administration of any of its educational programs, activities, or with respect to admission or employment. Faculty, staff, students, and applicants are protected from retaliation for filing complaints or assisting in an investigation. The following persons have been designated to handle inquiries regarding non-discrimination policies and complaints:

Darrell Taylor

Dean, Student Services
and Enrollment Management
Phone: (304) 896-7432
FAX: (304)
TTY: 304-792-7054
Email: darrell.taylor@southernwv.edu

Patricia Clay

Director of Human Resources/
Affirmative Action Officer
Phone: (304) 896-7408
FAX: (304) 792-7096
TTY: (304) 792-7054
Email: patricia.clay@southernwv.edu

For further information on notice of non-discrimination, contact the Office for Civil Rights, U.S. Department of Education, 100 Penn Square East, Suite 515, Philadelphia, PA 19107-3323. Phone: 215-656-8541, FAX: 215-656-8605; TTD: 877-521-2172 or email OCR.Philadelphia@ed.gov

Career and Technical Programs, Associate in Applied Science Degree

Allied Health

Dental Hygiene
Health Care Professional
Homeland Security and Emergency Services
Medical Assisting
Medical Laboratory Technology
Nursing
Paramedic Science
Radiologic Technology
Respiratory Care Technology
Surgical Technology

Applied and Industrial Technology

Electrical Engineering
Information Technology
Survey Technology
Technical Studies

Business

Business Accounting
Business Administration
Mine Management
Office Administration
Salon Management/Cosmetology

Humanities

Early Childhood Education
Non-Traditional
Board of Governors Adult Degree Completion
Occupational Development - Child Development Specialist
Emphasis
Occupational Development - Fire Fighter Emphasis

Social Science

Addiction Counseling
Criminal Justice - Corrections Option
Criminal Justice - Law Enforcement Option
Forensic Psychology and Investigation

www.southernwv.edu

Affirmative Action

It is the policy of Southern West Virginia Community and Technical College to provide equal opportunities 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, sex, religion, age, sexual orientation, disability, or national origin.

This nondiscrimination policy also applies to all educational programs, to admission, to employment, and to other related activities covered under Title IX, which prohibits sex discrimination in higher education.

Southern West Virginia Community and Technical College also neither affiliates with nor grants recognition to any individual, group, or organization having policies that discriminate on the basis of race, sex, religion, age, sexual orientation, disability, or national origin. Inquires on the implementation of the policy and/or Title IX Amendment should be addressed to:

Affirmative Action Officer

Ms. Patricia Clay
Director of Human Resources
Southern West Virginia Community and Technical College
P.O. Box 2900
Mount Gay, WV 25637
304.896.7408

Title IX Coordinator

Mr. Darrell Taylor
Dean of Enrollment Management and Student Development
Southern West Virginia Community and Technical College
P.O. Box 2900
Mount Gay, WV 25637
304.896.7432

EQUAL OPPORTUNITY STATEMENT

In accordance with Title IX of the Educational Amendments of 1972, Title I of the Americans with Disabilities Act, 42 U.S.C. (Supp. IV 1992) and other regulations, the Higher Education Policy Commission, Southern West Virginia Community and Technical College's Board of Governors, and each institution will enunciate the following equal opportunity nondiscrimination policy in all major publications reaching prospective students, faculty, staff and the general public.

It is the policy of Southern West Virginia Community and Technical College to provide equal opportunities 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, sex, religion, age, national origin, veteran's status or handicap.

This non-discrimination policy also applies to all educational programs, to admission, employment and other related activities covered under Title IX which prohibits sex discrimination in higher education.

Southern West Virginia Community and Technical College also neither affiliates with nor grants recognition to any individual, group, or organization having policies that discriminate on the basis of race, sex, religion, age, national origin, veteran's status or handicap. Inquiries regarding compliance with Title I and Title IX may be directed to:

Patricia Clay, Affirmative Action Officer
Southern West Virginia Community & Technical College
P.O. Box 2900
Mount Gay, WV 25637-2900.
Phone: (304) 792-7032.

Introduction

SOUTHERN WEST VIRGINIA COMMUNITY AND TECHNICAL COLLEGE

GENERAL PROVISIONS

General Provisions

Southern West Virginia Community and Technical College recognizes its legal and moral obligation to provide an environment in which an opportunity for employment is available to all qualified individuals without discrimination on the basis of race, color, sex, age, religion, national origin, disability, and veteran status. The College affirms its commitment to this principle and to an affirmative action program which not only will establish and sustain the criteria of equal opportunity for employment but which will also detect and eliminate any elements of discrimination in employment which may be found to exist within the institution. The College also commits itself to maintaining on a nondiscriminatory basis the conditions for continuing employment and for individual advancement within the job structure of the institution.

Responsibility for administration of policies and rules in this manual are delegated by the Vice President for Finance and Administration. The Director of Human Resources is responsible for the application, conformity, and coordination of the policies and procedures and the recommendation of changes when necessary. Department supervisors are responsible for the administration of personnel policies and procedures as they pertain to employees under their area of responsibility.

Personnel are considered to be employed only upon action of the College President. Employees are expected to understand that no one is authorized to commit the institution regarding employment, promotion, or employment status, without express written and signed approval of the President.

Equal Employment Opportunity and Affirmative Action

Southern West Virginia Community and Technical College is an equal opportunity/affirmative action institution. The College neither affiliates knowingly with, nor grants recognition to, any individual, group or organization having policies that discriminate. Southern, through its Affirmative Action Plan, seeks to employ qualified personnel on an equal opportunity basis. Faculty, staff, students, and applicants are protected from retaliation for filing complaints or assisting in an investigation under the College's Equal Employment Opportunity Policy/Affirmative Action Plan. Supervisors are directly responsible for equal opportunity/affirmative action matters at the unit/department level. A copy of the College's [Affirmative Action Plan](#) is available for review on the Human Resources Intranet web page. The Director of Human Resources serves as the Affirmative Action/Equal Opportunity Officer.


 Search

- [Home](#)
- [Programs of Study](#)
- [New Students](#)
- [Current Students](#)
- [Workforce Development](#)
- [Quick Links](#)
- [Contact Us](#)
- [Online Class](#)

[Content](#)

Jobs

- [Jobs at Southern](#)
- [How to Apply](#)
- [Equal Opportunity Employer Statement](#)
- [Contact Human Resources](#)
- [Faculty Requirements](#)

Equal Employment Opportunity Statement

In accordance with Title IX of the Educational Amendments of 1972, Title I of the Americans with Disabilities Act, 42 U.S.C. (Supp. IV 1992) and other regulations, the Higher Education Policy Commission, Southern West Virginia Community and Technical College, Board of Governors, and each institution will enunciate the following equal opportunity nondiscrimination policy in all major publications reaching prospective students, faculty, staff and the general public.

It is the policy of Southern West Virginia Community and Technical College to provide equal opportunities 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, sex, religion, age, national origin, veteran, status or handicap.

This nondiscrimination policy also applies to all educational programs, to admission, employment and other related activities covered under Title IX, which prohibits sex discrimination in higher education.

Southern West Virginia Community and Technical College also neither affiliates with nor grants recognition to any individual, group, or organization having policies that discriminate on the basis of race, sex, religion, age, national origin, veteran, status or handicap. Inquiries regarding compliance with Title I and Title IX may be directed to:

*Patricia Clay, Affirmative Action Officer
Southern West Virginia Community and Technical College
P. O. Box 2900
Mount Gay, WV 25637-2900
(304) 896-7408*

Attachment	Size
Updated 2012 Public Notice	148.1 KB

Online Registration

- [Registration and Records](#)
- [Class Schedule](#)
- [Programs of Study](#)

Academics

- [Academic Catalog](#)
- [Accreditation](#)
- [Course Descriptions](#)
- [Programs of Study](#)
- [Transfer](#)
- [Agreements](#)

Workforce

- [Workforce Development](#)
- [Academy for Mine Training and Energy Technologies](#)
- [Appalachian Leadership Academy](#)
- [Continuing Education](#)

Site Links

- [Inclement Weather](#)
- [News and Media](#)
- [A-Z Sitemap](#)
- [Directory](#)
- [Event Calendar](#)
- [Campus and Sites](#)
- [Emergency Plan](#)
- [Privacy Policy \(FERPA\)](#)

Technology Resource

- [Student Email](#)
- [Employee Email](#)
- [Technology HelpDesk](#)



Alteration and/or unauthorized use prohibited.

Southern West Virginia Community and Technical College is a member institution of the Community and Technical College System of West Virginia.

Southern is an EOE, ADA, AA Institution.

1-866-SWVCTC1

[Student Right to Know](#)
[Emergency and Weather](#)