
TITLE:	Affirmative Action/Fair Employment Practices
NUMBER:	403 (Replaces old 4010)
APPROVED BY BOARD OF TRUSTEES:	3/10/81
AMENDED BY BOARD OF TRUSTEES:	4/18/12; 6/13/07

Whatcom Community College is an equal opportunity employer and complies with federal and state laws specifically requiring that the College does not discriminate on the basis of race, color, national origin, religion, sex, disability, honorably discharged veteran or military status, sexual orientation, genetic information or age in its programs and activities. The following person has been designated to handle inquiries regarding the non-discrimination policies: Director for Human Resources, 237 W. Kellogg Road, Bellingham, WA 98226, 360.383.3400. For Title IX compliance, contact: Vice President for Educational Services, 237 W. Kellogg Road, Bellingham, WA 98226, 360.383.3070. WCC publications are available in alternate formats upon request by contacting the Disability Support Services Office at 360.383.3080; VP 360.255.7182.

This policy does not require that the College employ or promote unqualified persons, but it does require that the College eliminate any standards or criteria which have the effect of excluding qualified persons in the categories mentioned in the first paragraph unless it is demonstrated that such standards or criteria are bona fide conditions of successful performance in particular positions involved.

Whatcom Community College is committed to maintaining an environment in which every member of the College community feels welcome to participate in the life of the College, free from harassment and discrimination. Toward that end, faculty, students and staff will:

- Treat one another with respect and dignity;
- Promote a learning and working community that ensures social justice, understanding, civility and non-violence in a safe and supportive climate;
- Influence curriculum, teaching strategies, student services and personnel practices that facilitate sensitivity and openness to diverse ideas, peoples and cultures in a creative, safe and collegial environment.

In accordance with the Revised Code of Washington (RCW) 41.06.150 and the Washington State Executive Order on Diversity the administration of the College is charged with the responsibility of formulating, adopting, and implementing an affirmative action plan promoting affirmative action and equal employment opportunity in recruitment, appointment, promotion, transfer, training and career development. The plan will include, but not be limited to, the identification of relevant minorities, minimum goals of employment, and related personnel policies.

It is the obligation of all members of the College community to assist in providing equal employment opportunity and in achieving the goals of this policy.

The Affirmative Action Plan as adopted by Whatcom Community College shall be used for employment procedures. The Washington Law Against Discrimination (WLAD) RCW 49.60; Chapter 2.60.00 in the SBCTC's (State Board for Community and Technical College) Policy Manual, ADA, Title VI and VII of the Civil Rights Act of 1964, ESHB 2661 and all law and regulations affecting state employees, shall apply to employees at Whatcom Community College.