

GENERAL POLICY STATEMENT; EQUAL OPPORTUNITY EMPLOYER**POLICY**

Brunswick Community College (the “College”) is committed to equality in employment opportunity and does not discriminate against employees or applicants for employment on the basis of any legally protected status.

The College supports the protections against discrimination available to applicants and employees under all applicable federal, state, and local laws, including but not limited to Title VII of the Civil Rights Act of 1964, the Equal Pay Act of 1963, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Rehabilitation Act of 1973, the North Carolina Equal Employment Practices Act, and Chapter 115D of the North Carolina General Statutes, as these and other applicable laws from time to time may be amended.

PROCEDURES

Fair Labor Standards Act sets minimum wage, overtime pay, equal pay, record keeping, and child labor standards for employers. The College complies with this legislation in its hiring procedures.

Title VII of the Civil Rights Act of 1964 makes it unlawful for public employers to discharge, or to fail or refuse to hire any individual, or otherwise to discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment because of race, color, religion, sex, or national origin. The College complies with this legislation in its hiring procedures.

The Equal Pay Act of 1963 provides that an employer may not pay a woman less than a man for performing equal work on jobs that require equal skill, effort, and responsibility and that are performed under similar working conditions. The College complies with this legislation in its hiring procedures.

Age Discrimination in Employment Act prohibits discrimination in hiring, discharge or compensation, terms, or privileges of employment because of age. The College complies with this legislation in its hiring procedures.

Brunswick Community College seeks to comply fully with the **Americans with Disabilities Act** (ADA), enacted July 26, 1990, including changes made by the ADA Amendments Act of 2008 (P.L. 110-325) as an extension of the Civil Rights Act of 1964 to the disabled. The College is committed to the removal of physical barriers, psychological barriers, and policies or procedures which hinder full access to enrollment or employment opportunities.

The Director of Counseling is the disabilities service provider for BCC. As such, he or she advises the Administration concerning the adequacy of policies and procedures for protecting and

providing access for disabled students and for prospective disabled students, plans and develops training and information concerning treatment and accommodation of the disabled, and provides reasonable accommodations to students based upon self-disclosure and appropriate documentation of need.

The Executive Director of the Physical Plant monitors ADA compliance related to building and grounds. Under Title II and III of the Americans with Disabilities Act of 1990, which Prohibits Discrimination in Public Accommodations, the College strives to assure equal access to facilities which meet applicable accessibility standards.

The Director of Human Resources, striving to comply with the Americans with Disabilities Act, monitors ADA compliance related to the removal of physical barriers, psychological barriers, and policies or procedures which hinder full access to employment opportunities at Brunswick Community College.

The Administrator of Distance Learning and the Marketing Director/PIO comply with the Americans with Disabilities Act and monitor ADA compliance in online and web-based materials delivered to students and the public via the internet.

The College expects that all students and employees will be aware of, and sensitive to, the needs of persons with disabilities and that the Administration and Staff will make every effort to make those reasonable accommodations, which permit disabled persons to avail themselves of the programs, services, and employment opportunities offered by the College. **Rehabilitation Act of 1973** states that no otherwise qualified handicapped person shall, solely by reason of handicap, be subjected to discrimination under any program or activity that receives federal financial assistance. The College complies with this legislation in its hiring procedures.

The North Carolina Equal Employment Practices Act protects and safeguards the right and opportunity of all persons to seek, obtain and hold employment without discrimination or abridgement on account of race, religion, color, national origin, age, biological sex or handicap by employers which regularly employ 15 or more employees. The College complies with this legislation in its hiring procedures. **Chapter 15D of the North Carolina General Statutes** found at: ncga.state.nc.us/EnactedLegislation/Statutes.

Approved by the Brunswick Community College Board of Trustees
October 19, 2017