Walla Walla Community College District No. 20 (WWCC) is committed to provide equal opportunity and nondiscrimination for all educational and employment applicants as well as for its students and employed staff, without regard to race, color, creed, national origin, sex, sexual orientation, including gender expression/identity, genetic information, marital status, age (over 40), the presence of any sensory, mental, or physical disability, the use of trained guide dog or service animal by a person with a disability, or status as a Vietnam and/or disabled veteran, National Guard member or reservist in accordance with the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Federal Rehabilitation of 1973, the Americans with Disabilities Act of 1990 and any other applicable Federal and Washington State laws against discrimination.

The College, as an employer, has the on-going responsibility to follow equal employment practices and to conduct outreach within geographic areas where analysis of current employment shows under representation of women, ethnic minorities, persons with disabilities, Vietnam-era veterans, veterans with disability, and persons over the age of 40 within the various job categories of the district. The College will strive to eliminate barriers to employment and education for underrepresented group members.

WWCC will recruit, hire, train, and promote individuals in all job classifications based upon their qualifications and their ability or potential ability to succeed in assuming the responsibilities and performing the duties of a position. Other personnel actions, such as compensation, benefits, layoff, return from layoff, transfer, termination, college-sponsored training, education, tuition assistance, social and recreational programs will be administered in accordance with the equal opportunity and nondiscrimination commitment of the College.

The President has assigned overall Affirmative Action/Equal Opportunity program responsibility to Sherry Hartford, Human Resources Director (509)527-4382. The College’s Title IX Officer is Wendy Sarnatore, (509)527-4885; Section 504 Compliance Officer is Dr. Clint Gabbard, (509) 527-4300; Disabilities Support Services Coordinators are: Walla Walla Campus, Claudia Angus (509)527-4262; Clarkston Campus, Carol Bennett (509)-758-1718; The College TDD number is 509-527-4412. It is considered to be the day-to-day obligation of each WWCC staff member to support this plan and to ensure that fair and equitable treatment is provided to all persons accessing the services of the College.

The Board of Trustees, the administration, and the employees of WWCC have made known their commitment to diversity, equal opportunity, and nondiscrimination with the November 17, 1999 adoption of a Walla Walla Community College Commitment to Diversity statement, Resolution #2000-2. This document, which is attached to this policy statement, is posted in enlarged format in the College entryways and is published in the WWCC catalog.

Authorizing Signature: [Signature]
(Date)
WALLA WALLA COMMUNITY COLLEGE
COMMITMENT TO DIVERSITY

WHEREAS, Walla Walla Community College (WWCC) represents a community of people of diverse cultures, ages, sexual orientation, races, religions, abilities, ethnicities, and nationalities working and learning in an atmosphere of intellectual freedom and mutual respect; and

WHEREAS, WWCC remains committed to diversity in its students and employees that reflects the diversity of our communities; and

WHEREAS, WWCC is committed to offering courses and campus-wide activities that are inclusive and is committed to offering a diversity of perspectives and support for individual and cultural differences; and

WHEREAS, WWCC is committed to creating an educational environment that is welcoming to and encouraging of all students and community members; and

WHEREAS, WWCC is committed to helping students achieve their educational goals; and

WHEREAS, WWCC believes in the importance of providing role models among our employees that reflect the diversity of the community; and

WHEREAS, WWCC is committed to the vision of inclusiveness of all people in a climate of equality; and

WHEREAS, WWCC has no tolerance for discrimination or harassment; now

THEREFORE BE IT RESOLVED that WWCC reaffirms its commitment to initiatives that increase diversity and reflect the communities we serve; and

BE IT THEREFORE RESOLVED that WWCC strongly encourages all members of the college community to oppose acts of discriminatory behavior; and

BE IT FURTHER RESOLVED that WWCC encourages its employees and students actively to promote, develop, and value diversity on campus and in the community.

WALLA WALLA COMMUNITY COLLEGE ATTEST:

By: /s/ Kayleen Bye
    Kayleen Bye, Chair
    Board of Trustees

/s/ Steven L. VanAusdle  11/17/1999
    Steven L. VanAusdle, Secretary
    Board of Trustees