



## AFFIRMATIVE ACTION/EQUAL OPPORTUNITY

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Walla Walla Community College District No. 20 (WWCC) is committed to provide equal opportunity and non-discrimination 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, gender expression/identity, genetic information, marital status, age over 40, the presence of any sensory, mental, or physical disability, the use of a 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.

WWCC, 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 disabilities, and persons over the age of 40 within the various job categories of the district. WWCC 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 non-discrimination commitment of the College.

The President has assigned overall Affirmative Action/Equal Opportunity program responsibility to Sherry Hartford, Human Resources Director (509)527-4382. WWCC's Title IX Officer and Section 504 Compliance Officer is Wendy Samitore, (509) 527-4300; Disabilities Support Services Coordinators are: Walla Walla Campus, Claudia Angus (509)527-4543; Clarkston Campus, Carol Bennett (509)758-1718. The College's 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 non-discrimination 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 administrative policy, is posted in enlarged format in the College entryways and is published in the WWCC catalog.

Authorizing Signature: Steven L. DeCheselle 11/28/2011  
(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 ATTESTS:

By: /s/ Kayleen Bye

Kayleen Bye, Chair  
Board of Trustees

/s/ Steven L. VanAusdle 11/17/1999

Steven L. VanAusdle, Secretary  
Board of Trustees