



# Walla Walla Community College

Policy: Affirmative Action Policy

Adopted: September 1, 2001

## Affirmative Action Policy

Walla Walla Community College District No. 20 (WWCC) is committed to provide equal opportunity and nondiscrimination for all applicants as well as for its employed staff, without regard to race, creed, color, national origin, age, gender, marital status, religion, sexual orientation, physical, sensory, or mental disability, Vietnam and/or disabled veteran status.

The College supports affirmative action for African Americans, Hispanics, Asians, American Indians, persons of disability, Vietnam Veterans, disabled veterans, and persons aged 40 years and over. It will strive to eliminate barriers to employment and education for these 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 program responsibility to Nancy Reiff, Director of Human Resources, (509)527-4323. 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.

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Steven L. VanAusdle, President

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September 1, 2001