

## ADMINISTRATIVE RULES

<b>Title: EQUAL EMPLOYMENT OPPORTUNITY</b>	<b>Identification:</b> 6HX-10-2.14
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	<b>Effective Date:</b> April 22, 2015
<b>Authority:</b> SBE 6A-14.0261 FS 1001.64; 1001.65	<b>Signature/Approval:</b> Dr. Ken Atwater

### PURPOSE

This administrative rule establishes the Equal Employment Opportunity Policy at Hillsborough Community College (HCC).

### RULE

Hillsborough Community College recognizes and is committed to its ethical and legal obligation to provide a work environment in which employment opportunities are open to all qualified individuals without discrimination on the basis of race, color, sex, gender, religion, ethnicity, national origin, age, disability, sexual orientation (including gender identity), marital status, genetic information and protected veteran's status or affiliations. The College affirms its commitment to this policy and to an affirmative action program, which not only establishes a goal of achieving equal opportunity in employment, but also prohibits discrimination in employment.

The College is committed to equal employment and to the following principles:

- Making employment decisions so as to further the principle of equal employment opportunity.
- Recruiting, hiring, training and promoting individuals in all job classifications without regard to race, color, sex, sexual orientation, age, religion, national origin, ethnicity, disability, marital status, genetic information, protected veteran's status or affiliations.
- Ensuring that all personnel actions are administrated without regard to race, color, sex, sexual orientation, age, religion, national origin, ethnicity, disability, marital status, genetic information, protected veteran's status or affiliations.
- Ensuring that harassment of employees by either other employees or individuals in connection with work-related matters is not tolerated.
- Ensuring that harassment of students by other students or others in connection with education or work-related matters is not tolerated.
- Ensuring that recruitment and consideration of women and minority groups, applicants and employees are afforded equal opportunity for selection.
- Ensuring ongoing review of College rules, procedures and practices that focus on providing equal employment opportunities.

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It is a violation of this rule to take adverse employment or academic action against faculty, staff or students based on their filing of an internal or external complaint, grievance or charge, or participating in any investigation or proceedings. All contractors, suppliers, agents, and related entities are required to support this rule and to comply with all applicable state and federal equal employment opportunity laws and regulations.

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History: Adopted 2/15/95; Amended: 6/14/04, 10/23/13; Formerly; 6HX-10-2.002