

POLICY

Equal Employment Opportunity: The Board of Trustees of Ocean County College is committed to a policy of fairness and equity with respect to selection, hiring, retention, promotion, transfer, demotion, termination, salary, benefits, other privileges, conditions or terms of employment layoff, harassment, apprenticeship and training programs, job referrals, or union membership.

Affirmative Action: The Board will govern the College so as to give employees the opportunity to pursue and achieve their potential, without regard to race, color, creed, sex, religion, affectional or sexual orientation, ancestry, national origin, gender identity or expression, age, marital or domestic partnership or civil union status, liability for military service, atypical cellular or blood trait, genetic information (including the refusal to submit to genetic testing), parental status, veteran status, or disability.

Adopted: June 26, 1972
Revised: December 12, 1983
Revised: June 24, 1985
Revised: December 12, 2005
Revised: December 10, 2007

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| PERSONNEL General <u>Equal Employment</u> <u>Opportunity #3000</u> |
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PROCEDURE

All contracts, lease agreements, and purchase orders issued by Ocean County College, with a face value of \$5,000 or more, will include a copy of the Equal Employment Opportunity provisions of paragraphs 1 through 7 of Section 204 of Executive Order No. 11246, as amended. The required text is contained in Form BF-83 (7/72), and may be obtained from Ocean County College's Department of Administrative Services.

Contracts, lease agreements, and purchase orders issued by Ocean County College, with a face value of less than \$5,000, must include a summary clause of the Equal Employment Opportunity provisions of Executive Order No. 11246, as amended. The required text of the summary clause may be obtained from Ocean County College's Department of Administrative Services.

Adopted: June 26, 1972
Revised: December 13, 1983
Revised: April 25, 2000