

# Equal Employment Opportunity

## FT\_HR\_FS\_20

Responsible Officer  
Chris Ronk  
Responsible Office  
Human Resources  
Approving Body  
Board of Trustees  
Approval Date  
2019-01  
Last Revision  
2019-01  
Re-evaluation Date  
2021  
Departmental Impact  
All departments

### Policy Statement

Carolina University does not discriminate on the basis of race, color, sex, or national origin in its staff employments practices. It does not discriminate against a female because of pregnancy, childbirth, or a related medical condition. It does not discriminate against individuals who are aged forty (40) or over. It does not discriminate against qualified individuals because of disabilities.

### Policy Procedures

The University will attempt to provide “reasonable accommodations” to the potential employee in order to allow him/her to perform the “essential functions” of the job, and thus have an equal opportunity to qualify for employment.

For those with disabilities the University will make every reasonable accommodation to provide an equal opportunity by:

1. Ensuring the accessibility of existing facilities
2. Restructuring/modifying a particular job
3. Acquiring/modifying equipment and devices
4. Providing other allowances that may seem appropriate

### Compliance

#### Federal

US Equal Employment Opportunity Commission (EEOC)