

Equal Employment Opportunity

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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)