

---

**ROANE STATE COMMUNITY COLLEGE****TBR Policy Reference:** 5:01:02:00**TBR Guideline Reference:****Original Date Effective:** 1/11/88**Revision Effective:** 12/14/09**Approved By:** Cuyler A. Dunbar, President**Approved By:** Gary Goff, President**Office Responsible:** Vice President for Financial Services

---

**Subject:** EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION

Institutional policy is to provide Equal Employment Opportunity for all present and prospective employees regardless of race, color, religion, sex, sexual orientation, or gender identity, ethnic or national origin, age or status as a covered veteran, and physical or mental disability. This policy applies to all personnel actions including, but not limited to, recruiting, hiring, classification/ compensation, benefits, promotions, transfers, layoffs, recalls from layoffs and educational, social, and recreational programs of this institution.

An Affirmative Action plan has been developed to help achieve the goal of Equal Employment Opportunity for all. A copy of the plan is located on the Human Resources homepage, in each vice president's office, President's Office, Human Resources Office, and at the main campus library. Effective August 1, 1987, the designated Affirmative Action Coordinator will have overall responsibility for implementation of the institutional Affirmative Action plan, including development of specific goals and timetables, and is responsible for reporting progress to the Tennessee Board of Regents.

The Affirmative Action program will remain in effect to achieve and maintain institutional goals. The full cooperation of all managers, supervisors, and other employees in this program is expected.

Dates revised 7/1/90, 10/30/00, 12/14/2009