

## **Policy 6.1 Affirmative Action and Nondiscrimination**

**Educational institutions should contain within their environment the essence of the qualities they endeavor to impart, including the essential of nondiscrimination. They have a responsibility to develop selection and promotion standards and procedures based on principles which consider qualities, aptitudes, or talents simply as they pertain to the requirements of the position, with due regard for affirmative action. Institutions are expected to review their policies and procedures regularly to determine their validity in keeping with these principles.**

Truckee Meadows Community College (TMCC) has an established equal opportunity and affirmative action policy and statement that affect all employees and students at TMCC. This policy re-affirms the University and Community College System of Nevada's (UCCSN) equal opportunity employer policy that states in all advertisement for employment and training that all qualified applicants will receive equal consideration for employment without regard to race, color, religion, sex, national origin, sexual orientation, age, disability and/or veteran status.

TMCC subscribes to a broad based recruitment campaign. Professional employment openings and opportunities are advertised globally via the Internet; nationally, regionally and locally through a variety of publications that include those that serve and are widely read by ethnic minorities, females, disabled persons and other protected groups pursuant to TMCC's equal employment opportunities philosophy and practices. TMCC's also posts its job announcements on its website. Additionally, TMCC values diversity in its workforce and through its Diversity Initiative, TMCC works with groups and committees to assure that diverse physical, cultural and ideological environments, while nurturing mutual respect, are represented throughout its campuses and academic communities.

TMCC also publishes and disseminates its Affirmative Action Plan internally and externally. Together with the statement of policy and equal employment opportunity philosophy, through workforce analyses, the Plan establishes goals and objectives to assure that qualified protected classes and underrepresented or underutilized individuals are widely recruited and treated equally and non-discriminatorily. Specifically, the affirmative action program at TMCC fully supports and is committed to the hiring and promotion for women, minorities, Vietnam era veterans, disabled veterans, as well as persons in all other protected groups. Equal employment opportunity is afforded in all employment activities including hiring, training, recruitment, development, promotion, salaries, benefits and other terms and conditions of employment.