

# CONCORDIA COLLEGE

## Policy and Procedure Manual

**Subject: Equal Opportunity**

**Section: General**

**Number: 1.1**

**Effective Date: June 1, 2008**

**Scope: The College**

### Purpose

To affirm Concordia College's commitment to equal opportunities in employment and education.

### Policy

Concordia College is an equal opportunity employer and equal opportunity educator. Concordia is fully committed to equal opportunity in employment decisions and educational programs/activities, in compliance with all applicable federal and state laws, for all individuals without regard to race, color, national origin, religion, sex, disability, age, sexual orientation, marital status or status with regard to public assistance.

Inquiries regarding equal opportunity in employment should be directed to the Human Resources Director, B04 Fjelstad Hall, (218)299-3339.

Inquiries regarding equal opportunity in education should be directed to the Vice President for Academic Affairs, Lorentzen 211, (218)299-3001.

**History:** Effective 09/01/1988; Reviewed 11/01/1989; Reviewed 09/01/1990; Reviewed 11/01/1991; Reviewed 10/01/1992; Reviewed 10/01/1993; Reviewed 01/01/1996; Reviewed 07/01/1996; Reviewed 01/01/1998; Reviewed 09/01/1999; Revised June 1, 2008

### Sources

Minnesota Statutes 363A.08

Civil Rights Act of 1964, Title VII

Civil Rights Act, Title IX

Equal Pay Act, 1963

Age Discrimination in Employment Act

Americans with Disabilities Act (Title 1 and 5)

Civil Rights Act of 1991

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President's Signature

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Date Approved

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Effective Date