



REGULATIONS

REG No.: 881

EQUAL OPPORTUNITY EMPLOYMENT

I. BACKGROUND and/or LEGAL REFERENCE

A College District shall not fail or refuse to hire or discharge any individual, or otherwise discriminate against any individual with respect to compensation, terms, condition, or privileges of employment on the basis of any of the following protected characteristics:

1. Race, color, or national origin;
2. Sex;
3. Religion;
4. Age (applies to individual who are 40 years of age or older); or
5. Disability.

42 U.S.C. 1981; 42 U.S.C. 2000e et seq. (Title VII); 20 U.S.C. 1681 et seq. (Title IX); 42 U.S.C. 12100 et seq. (Americans with Disabilities Act); 29 U.S.C. 621 et seq. (Age Discrimination in Employment Act); 29 U.S.C. 793, 794 (Rehabilitation Act); U.S. Const. Amend. 1; Labor Code Chapter 21 (Texas Commission on Human Rights Act)

II. POLICY

ADA/Section 504 Coordinator

The District designates the following person to coordinate its efforts to comply with Title II of the Americans with Disabilities Act of 1990, which incorporates and expands upon the requirements of Section 504 of the Rehabilitation Act of 1973, Title VII, Title IX, Age Discrimination in Employment Act, and Texas Commission on Human Rights Act.

Position: Human Resources Director
Address: 911 Boling Highway, A-206
Wharton, TX 77488
Telephone: (979) 532-6561

For complaint procedures, see Regulation 877, Employee Grievances.

(POLICY APPROVAL: 2-17-92, amended 11-20-07 Board of Trustees)