



### Administrative Policy

Policy Type: Human Resources  
Policy Title: Equal Employment Opportunity  
Office Responsible: Human Resources  
Related Policies: N/A  
Related Procedures: N/A

### Policy Statement

#### EQUAL EMPLOYMENT OPPORTUNITY:

This policy affirms Oakland Community College's commitment to provide Equal Employment Opportunity to all individuals regardless of religion, race, color, national origin, citizenship, age, height, weight, familial status, pregnancy, disability or perceived disability, marital status, sex, sexual orientation or gender identity and gender expression, veteran status, political affiliation, or any other characteristic protected by law. This policy applies to recruitment, hiring, training, promotion, salary decisions, work environment, as well as other terms and conditions of employment.

All administrators, faculty, staff, contractors, vendors, and students are expected to conform to this policy and to act respectfully to establish an appropriate work environment. Any administrator, faculty, staff, contractor, vendor, or student who violates this policy shall be subject to disciplinary action, as appropriate, up to and including discharge from employment or dismissal from the College.

#### EQUAL EMPLOYMENT OPPORTUNITY COMPLAINT PROCEDURE:

Any employee who feels he/she has been subjected to discrimination or harassment based upon religion, race, color, national origin, citizenship, age, height, weight, familial status, pregnancy, marital status, sex, sexual orientation or gender identity and gender expression, veteran status, political affiliation, disability or perceived disability unrelated to the person's ability to do his/her job should contact the Equal Employment Opportunity Compliance Officer (the "EEOC Officer"), Oakland Community College, 2480 Opdyke Road, Bloomfield Hills, Michigan 48304-2266, (248) 341-2200 within ten working days of the act(s) of which the person complains.

False allegations can have a serious effect on innocent individuals and may be considered and addressed by the College as a separate matter, if an intent to mislead or dishonesty is established.

### Change Log

07/01/2018      Effective date