

## **Policy Title: Equal Opportunity**

**Impact:** Employees

**Responsibility:**

**Effective Date:** 07/28/1993

**Revised Date:** 08/28/2024

**Reviewed Date:** 08/28/2024

**Relates to Procedure:**

**Legal Citation(s):** Idaho Code § 67-5909A (Acts Prohibited-Public Employment-Public Education, Idaho Human Rights Act, as amended), Idaho Code § 67-501 et seq. (Rights and Privileges of Veterans), Equal Pay Act of 1963, Titles VI and VII of the Civil Rights Act of 1964, as amended, Executive Order 11246 as amended by Executive Orders 11375, 13365 and 13672 (Equal Employment Opportunity), The Age Discrimination in Employment Act of 1967, as amended (ADEA), Title IX of the Educational Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, Vietnam Era Veterans Readjustment Assistance Act of 1974, Title 1 of the American with Disabilities Act of 1990, as amended (ADA), Sections 102 and 103 of the Civil Rights Act of 1991, Veterans Employment Opportunities Act of 1998, Genetic Information Nondiscrimination Act of 2008 (GINA), The Pregnant Workers Fairness Act of 2022 (PWFA)

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## **Purpose**

The purpose of this policy is to express North Idaho College (NIC) commitment to comply with federal and state laws as an equal opportunity employer.

## **Statement of Intent on Equal Opportunity**

NIC prohibits discrimination of any type and affords equal opportunity to applicants for employment and employees without regard to race, color, religion, national origin, sex (including pregnancy and related conditions, gender identity or expression, and sexual orientation), age (40 or older), disability status, genetic information or veteran status in accordance with applicable federal and state laws.

To afford everyone equal opportunity without discrimination, NIC pledges:

- To recruit, employ, compensate, train, and promote people in all areas of the work force (administration, faculty, staff, and students) on an equal and impartial basis.
- To base employment decisions on the principles of equal opportunity.
- To ensure that promotion decisions are in accordance with principles of equal opportunity by imposing only documented, job related requirements for promotional opportunities.
- To ensure that all personnel matters, such as compensation, benefits, transfers, layoffs, returns from layoff, leave, NIC sponsored training, education, tuition assistance, and social and recreational programs, are administered without regard to the factors specified above.

## **Authority and Responsibilities**

NIC adheres to both the intention and the specifics of all relevant federal and state laws.

- Equal Pay Act of 1963
- Titles VI and VII of the Civil Rights Act of 1964, as amended
- Executive Order 11246 as amended by Executive Orders 11375, 13365 and 13672 (Equal Employment Opportunity)
- The Age Discrimination in Employment Act of 1967, as amended (ADEA)
- Title IX of the Educational Amendments of 1972
- Sections 503 and 504 of the Rehabilitation Act of 1973
- Vietnam Era Veterans Readjustment Assistance Act of 1974
- Title 1 of the American with Disabilities Act of 1990, as amended (ADA)
- Sections 102 and 103 of the Civil Rights Act of 1991
- Veterans Employment Opportunities Act of 1998
- Genetic Information Nondiscrimination Act of 2008 (GINA)
- The Pregnant Workers Fairness Act of 2022 (PWFA)
- Idaho Code § 67-5909A (Acts Prohibited-Public Employment-Public Education, Idaho Human Rights Act, as amended)
- Idaho Code § 67-501 et seq. (Rights and Privileges of Veterans) or
- Any other federal, state or local law requiring equal opportunity for federally designated groups and all persons within our society

The President and Chief Human Resource Officer (CHRO) have the authority and responsibility for implementing, maintaining, and monitoring this policy. Each Vice President and Officer is responsible for monitoring and controlling activities within their area of responsibility to ensure full implementation of this policy. Directors and departmental administrators are similarly responsible within their areas of jurisdiction. All college employees are expected to assume responsibility for assisting in the intent set forth in this Policy.

## **Affirmative Action**

NIC has specific legal obligations as a recipient of federal funding and as a federal contractor. These obligations include the development and implementation of an Affirmative Action Plan. Under the Affirmative Action Plan, NIC makes good faith efforts to employ women, minorities, qualified individuals with disabilities, and protected veterans.