

EQUAL OPPORTUNITY EMPLOYMENT

I. Purpose

The purpose of the policy is to recognize the diversity of people. Western Dakota Tech (WDT), as an Equal Opportunity Employer, shall provide an opportunity for all persons to seek, obtain, and hold employment at WDT.

II. General Statement of Policy

- A. WDT subscribes to the fullest extent to the principle of the dignity of all people and of their labors and will take action to ensure that applicants are employed, assigned, and promoted without regard to race, color, ethnic background, national origin, pregnancy, marital status, religion, creed, age, sex, sexual orientation, genetic information, citizenship, political affiliation, mental and/or physical challenge, disability, gender identity, gender expression, status as a veteran, or any other status protected under applicable federal, state, or local law. Every available opportunity will be taken in order to assure that hiring, training, performance evaluation, and administering compensation and benefits is on the basis of qualifications, merit, and ability.
- B. It shall be a violation of this policy if WDT is not in compliance with equal employment opportunity laws and practices.

III. Definitions – None

IV. Reporting Procedures – None

V. Dissemination of Policy and Training

- A. This policy shall appear on WDT's website.
- B. The Human Resource Director will discuss equal opportunity employment with all hiring personnel and all interview committee members prior to reviewing applications and interviewing.

Legal References: U.S. Equal Employment Opportunity Commission- EEOC