

Affirmative Action Policy

Policy 223

The Northcentral Technical College District seeks to reach and maintain employment and enrollment levels for employees and students which is at parity. In order to accomplish this goal, Affirmative Action is required for women, racial/ethnic groups, and persons with disabilities throughout the District in job categories and educational programs.

Employment:

Affirmative action will be implemented in all employment practices including, but not limited to: recruitment, hiring, transfers, promotions, training, layoffs, terminations, retention, certification, testing, and committee appointments.

Education:

The NTC District is committed to eliminating existing discrimination or the effects of past discrimination. No person shall be excluded from participation in, be denied the benefits of, or be subjected to, discrimination under any education program or activity.

Vendors:

The District certifies that vendors and suppliers of services do not discriminate and that the policy of the District will be to encourage purchase of services and/or products from women, minority, and disabled business owners.

Responsibility:

The President is responsible for developing and implementing the Affirmative Action Plan and monitoring compliance. Responsibilities include developing a written Affirmative Action Plan, monitoring internal and external communication procedures, collecting and analyzing employment and enrollment data, identifying problem areas, setting goals and timetables, developing and implementing programs to eliminate discriminatory practices, designing and implementing an internal monitoring system, and submitting compliance plans and reports to the Wisconsin Technical College System (WTCS) Affirmative Action Officer.

Authority and Implementation:

Authority to design and implement the Affirmative Action Program is delegated by the District President to the District Affirmative Action Officer. Middle Leadership and staff are responsible for implementation of the Affirmative Action Program. Managerial/supervisory and staff performance systems or standards shall include an Affirmative Action component.



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Compliance:

Actions taken under this policy will comply with Titles VI and VII or the Civil Rights Act of 1964 as amended, Section 504 of the Rehabilitation Act, The Americans with Disabilities Act of 1990, the Civil Rights Act of 1991, the Carl D. Perkins Vocational Education Act, the Civil Rights Restoration Act of 1987, other appropriate laws and executive orders and/or administrative directives and codes including the Office for Civil Rights Guidelines for Eliminating Discrimination and Denial of Services on the basis of Race, Color, National Origin, Sex, and Handicap in Vocational Programs (34 CFR, Part 100, Appendix B)

Contact Person:

Any questions concerning Affirmative Action should be directed to District Affirmative Action Officer, 1000 W. Campus Drive, Wausau, WI 54401; telephone 715/675-3331, ext. 1064. This person also serves as the District's Title IX, Sex Equity, Section 504, and Americans with Disabilities Act Coordinator. Copies of the District Policy and related procedures for resolving complaints may be obtained from the District's Affirmative Action Officer.

Revised: 10/2/06

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