



4.2.020

Equal Opportunity Policy

Date of last board of trustees review: February 19, 2025

The originator of this policy is People and Workplace Culture. Questions regarding this policy may be directed to the originator by calling 801-957-4210.

1. Policy

The college seeks to employ qualified individuals regardless of race, color, national origin, age, sex, sexual orientation, gender identity, genetic information, disability, religion, protected veteran status, or any other status protected under applicable federal, state, or local law. Salt Lake Community College considers equal employment opportunity to include all aspects of employment, recruitment, selection, hiring, training, promotion, pay, benefits, leave, transfers, and terminations.

2. References

- A. Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e
- B. Title I and Title V of the Americans with Disabilities Act of 1990, as amended, 42 U.S.C §§ 12111-1211 and §§ 12201-12213.
- C. The Age Discrimination in Employment Act, 29 U.S.C. §§ 621–634.
- D. Title II of the Genetic Information Nondiscrimination Act of 2008, Pub.L. 110-233.
- E. Equal Employment Opportunity, Executive Order 11246.
- F. Section 503 of the Rehabilitation Act of 1973, 29 U.S.C. § 701 et. seq.
- G. Veterans’ Employment Emphasis Under Federal Contracts, 38 U.S.C. § 4212.
- H. Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1688.



4.2.020

Equal Opportunity Procedure

Date of last executive cabinet review: November 19, 2024

The originator of this procedure is People and Workplace Culture. Questions regarding this procedure may be directed to the originator by calling 801-957-4210.

3. Definitions

See [Personnel Definitions](#)

4. Procedures

Salt Lake Community College is an equal opportunity institution providing employment opportunities without regard to race, color, national origin, age, sex, sexual orientation, gender identity, genetic information, disability, religion, protected veteran status, or any other status protected under applicable federal, state, or local law. Inquiries concerning the above, including the application of Title VI, Title IX, or Sec. 504, may be referred to the college, to the Office of Equal Opportunity, 801-957-3850, or to the Regional Director, Dept. of Education, Office for Civil Rights, Cesar E. Chavez Memorial Building, 1244 Speer Blvd., Suite 310, Denver, Colorado 80204-3582 OCR.Denver@ed.gov.