



Policy # HR 6.009

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**Equal Opportunity/Discrimination Policy**

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Authority: Chancellor

Effective Date: 04/10/2002

Last Revision: 02/28/2014

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**PURPOSE:**

To state the policy of Fletcher Technical Community College governing equal opportunity and discrimination and to adhere to the Louisiana Community Technical College System (LCTCS) policy regarding Equal Opportunity.

**POLICY:**

Fletcher is committed to the principle of providing the opportunity for learning and development of all qualified individuals without regard to race, color, national origin, gender, religion, age, disability, marital status, veteran status or sexual orientation for employment with Fletcher, admission to, or participation in the programs and activities which Fletcher sponsors or operates.

Any employee who believes they were discriminated against based on race, color, religion, sex, age, national origin, disability, veteran status, or any other factor protected by law should report the discrimination immediately to the Human Resources Department. All complaints of discrimination will be investigated promptly and in as impartial and confidential a manner as possible. Human Resources or a member of senior management will conduct investigations in order to assure an impartial and confidential investigation. All complaints of discrimination will be kept strictly confidential by Human Resources or senior management staff charged with investigating the complaint.

Any employee who is found, after appropriate investigation, to have engaged in discrimination is subject to appropriate disciplinary action up to and including termination of employment.

**REFERENCE:** Louisiana Community and Technical College System Equal Opportunity Policy # 6.022

**DISTRIBUTION:** Electronically via College’s email and website

**APPROVAL:**

| Reviewing Council/Entity | Approval Date |
|--------------------------|---------------|
| College Council          | N/A           |

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| Executive Cabinet | N/A |
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