

 Wharton County Junior College	ADMINISTRATIVE PROCEDURE MANUAL	
WCJC Title: Equal Opportunity Employment	Section D: Personnel	Page(s): 2
BASED ON BOARD OF TRUSTEES POLICY		
Policy Title: Employment Objectives		Policy: DAA
Subtitle: Equal Employment Opportunity		Date Adopted: 08/01/2020

Purpose

It shall be an unlawful employment practice for an employer to discharge or fail/refuse to hire any individual, or otherwise to discriminate against any individual with respect to the individual's compensation, terms, conditions, or privileges of employment, because of such individual's race, color, religion, sex, or national origin or to limit, segregate, or classify the individual's employees or applicants for employment in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect the individual's status as an employee, because of such individual's race, color, religion, sex, or national origin.

Procedure

- A. A College District shall not discharge or fail/refuse to hire any individual, or otherwise discriminate against any individual with respect to compensation, terms, condition, or privileges of employment on the basis of any of the following protected characteristics:
- Race, color, or national origin
 - Sex
 - Religion
 - Age (applies to individual who are 40 years of age or older)
 - Disability
 - Gender identity
 - Political affiliation or belief;
 - Status as a beneficiary of programs financially assisted under Title I, WIOA on the basis of citizenship/status as a lawfully admitted immigrant authorized to work in the United States
 - Status as a participant in any Workforce Investment Opportunity Act Title I financially assisted program or activity.

B. Title IX/ADA/Section 504 Coordinator

All inquiries or complaints concerning WCJC policies, compliance with applicable laws, statutes, and regulations (such as Title VI, Title IX and Section 504), should be directed to the following college officials:

Title IX Coordinator for Employees –

Rachel Bahnsen

Dean of Human Resources

911 Boling Highway, Wharton, Texas 77488

Administration Building, Room 206, Wharton Campus

979-532-6947

bahnsenr@wcjc.edu

Title IX Coordinator for Students –

Lindsey McPherson

Associate Vice President of Academic Affairs

911 Boling Highway, Wharton, Texas 77488

Pioneer Student Center, 2nd floor, Wharton Campus

979-532-6905

mcphersonl@wcjc.edu

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Revised Date: