



Equal Employment Opportunity

Policy Number: 102

Categorized: Human Resources

Procedure: 102P

Responsible Office: Associate Vice President, Human Resources

Effective Date: 09/26/2016

Date Last Reviewed: 03/2024

1. Scope

This policy applies to all Northern Virginia Community College full-time, quasi full-time, and part-time classified employees; full-time and part-time faculty; probationary, "at will," and wage employees, and applicants for employment.

2. Policy Statement

Northern Virginia Community College is part of the Virginia Community College System (VCCS) and is governed on most matters of policy by the VCCS State Board for Community Colleges.

Where a VCCS policy exists, Northern Virginia Community College follows this policy in its operations. VCCS Policy 3.14.0 was adopted by the VCCS State Board for Community Colleges and is included in the [VCCS Policy Manual](#).

If you have questions about this policy and/or its application at Northern Virginia Community College, please contact the Responsible Office identified above.

3. Authority

[Virginia Community College System \(VCCS\) Policy 3.14.0 - Equal Employment Policy](#)

[Titles VI and VII of the Civil Rights Act of 1964](#)

[Title IX of the Education Amendments of 1972 Sections 503 and 504 of the Rehabilitation Act of 1973](#)

[Americans with Disabilities Act of 1990](#)

[ADA Amendments Act of 2008](#)

[Age Discrimination in Employment Act of 1967](#)

[Vietnam Era Veterans' Readjustment Assistant Act of 1974](#)



[Federal Executive Order 11246](#)

[Governor's Executive Order Number 1](#)

[Department of Human Resource Management \(DHRM\) Policy 2.05 - Equal Employment Opportunity](#)

[Department of Human Resource Management \(DHRM\) Policy Guide Series #2 - Procedures for Requesting and Identifying Reasonable Accommodation](#)