



Equal Employment Opportunity Procedure

Procedure Number: 102P

Responsible Office: Human Resources

Forms: N/A

Effective Date: 09/26/2016

Date Last Reviewed: 01/22/2024

1. Purpose

Northern Virginia Community College is committed to providing equal opportunity in employment practices and all aspects of the hiring process. This policy specifically prohibits discrimination against employees and applicants for employment based on race, sex, color, national origin, religion, sexual orientation, gender identity or expression, pregnancy, age, disability, veteran status, political affiliation, or genetic information in employment opportunities, programs, and activities. The policy permits appropriate employment preferences for veterans. The policy prohibits retaliation against any person filing a complaint under this policy or participating in an investigative process related to such a complaint.

2. Definitions

N/A

3. Procedure

Discrimination Complaints

- a. Any employee, applicant, or visitor who feels that they have been the victim of discrimination or harassment may file a complaint about such discrimination or harassment. Information on filing a complaint can be found on the [EO website](#).
- b. Students will use the Student Grievances Procedure.
- c. Complaints of Sexual Misconduct will be addressed in accord with the Sexual Misconduct Policy.