

**Williamsburg Technical College  
STATEMENT OF POLICY**

**SECTION A – COLLEGE ORGANIZATION AND GOVERNANCE**

Title <p style="text-align: center;"><b>EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION</b></p>	Number <p style="text-align: center;"><b>A-6</b></p>
Division of Responsibility <p style="text-align: center;"><b>President</b></p>	Date      Page <p style="text-align: center;"><b>11/2/20    1 of 1</b></p>
Approval President <hr/> Commission Chair <hr/>	Supersedes Policy No. <b>A-6</b> Date <b>5/5/08</b>

**PURSUANT TO SECTION 41-1-110 OF THE CODE OF LAWS OF SC, AS AMENDED, THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE AGENCY. THIS DOCUMENT DOES NOT CREATE ANY CONTRACTUAL RIGHTS OR ENTITLEMENTS. THE AGENCY RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.**

Williamsburg Technical College is committed to maintaining an environment that is free from all forms of discrimination, harassment, and sexual misconduct. To this end, Williamsburg Technical College prohibits all forms of discrimination, harassment, including sexual harassment, misconduct and abuse, with respect to employment or access to any educational benefit. Any conduct or behavior, as discussed in Policy C-16 and Procedure C-16.1 (Non-Discrimination, Anti-Harassment, and Sexual Misconduct), which constitutes any form of discrimination, harassment, or sexual misconduct will not be tolerated. Under federal and state law, these protected categories include age (40 or older), race, color, sex (including pregnancy, childbirth, or related medical conditions including, but not limited to, lactation), religion, national origin, disability, veteran status, and genetic information. In compliance with Section 504 of the Rehabilitation Act of 1973, Title IX, Title VI of the Civil Rights Act of 1964, Pregnancy Accommodations Act, and Lactation Support Act.