

Equal Opportunity and Non-Discrimination

Policy Number: 102

Categorized: [General Policies](#)

Responsible Office: Human Resources

Subject: Equal Opportunity and Non-Discrimination

Related Policies: [Accommodation of Individuals with Disabilities](#), [Sexual Misconduct](#), [Student Grievances](#)

Procedures: See below.

Additional Information:

Effective Date:

Last Reviewed Date: 06/13/2020

1. Scope

This policy applies to all Northern Virginia Community College students, faculty, staff, college contractors, and visitors.

2. Policy Statement

Northern Virginia Community College (NOVA) is committed to a policy of nondiscrimination in employment and education opportunity. This policy specifically prohibits discrimination on the basis of race, sex (including pregnancy), color, national origin, religion, sexual orientation, gender identity or expression, age, political affiliation, family medical history or genetic information, or against otherwise qualified persons with disabilities in educational and employment opportunities, programs and activities. The policy permits appropriate employment preferences for veterans and specifically prohibits discrimination against veterans.

NOVA recognizes that individuals with disabilities may need reasonable accommodations to have equally effective opportunities to participate in or benefit from educational programs, services and activities, and to have equal employment opportunities. NOVA shall adhere to all applicable federal and state laws, regulations, and guidelines with respect to providing reasonable accommodations as necessary to afford equal employment opportunity and equal access to programs for qualified persons with disabilities.

3. Definitions

N/A

4. Procedures

Discrimination Complaints

- a. Any student, employee, applicant or visitor who feels that he or she has been the victim of discrimination or harassment may file a complaint about such discrimination or harassment. See <https://www.nvcc.edu/ofp/eo.html> for information on filing a complaint.
- b. Students will use the [Student Grievance Procedure](#).
- c. Complaints of Sexual Misconduct will be addressed in accord with the [Sexual Misconduct/Title IX Policy](#).

5. Authority

Virginia Community College System (VCCS) Policy 3.14, Equal Employment Policy

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

[Department of Human Resource Management \(DHRM\) Policy 2.10, Hiring](#)

[Sexual Misconduct Policy](#)