

Mr. Gellert offers the following resolution and moves its adoption:

WHEREAS, the equal opportunity policies of Dutchess Community College need to be updated to comply fully with federal laws and regulations, now, therefore, be it
RESOLVED, that Resolution No. 121 (1973) regarding equal employment opportunity be amended to state:

"Applies to all persons without regard to race, creed, color, national origin, age, sex, or handicap, except where a bonafide occupational qualification exists."

and, be it

FURTHER RESOLVED, that Resolution No. 25 (1975) regarding sex discrimination be amended to include the following:

"It is the policy of Dutchess Community College that sexual harassment is unacceptable conduct and will not be condoned by the College."

Seconded by Mr. Chase

Resolution adopted

5. Equal Opportunity

5.1 Equal Employment Opportunity Policy

- A. It is the policy of Dutchess Community College to provide equal opportunity in employment for all qualified persons; to prohibit discrimination in employment; and to promote the full realization of equal employment opportunity through a positive and continuing program.
- B. This policy of equal employment opportunity:
 - 1. Applies to all persons without regard to race, creed, color, national origin, age, sex, or handicap, except where a bonafide occupational qualification exists.
 - 2. Applies equally to all job classifications and titles and to all types of appointments under College jurisdiction, whether full-time or part-time.
 - 3. Governs all College employment policies, practices and actions, including but not necessarily limited to: recruitment, employment, rate of pay or other compensation, advancement, upgrading, promotion, demotion, renewal, non-renewal, termination, transfer, layoff, leave, training and employee benefits of whatever nature.
 - 4. Expects each contractor, supplier, union, public agency or other cooperative agent to support this policy by complying with all applicable State and Federal equal employment opportunity laws and regulations.

(DCC Board of Trustees Resolution No. 121, 1973 and No. 1980.)

5.2 Sex Discrimination

- A. It is the policy of Dutchess Community College that no person on the basis of sex be excluded by Dutchess Community College from participation in, be denied the benefit of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance.
- B. It is the policy of Dutchess Community College that sexual harassment is unacceptable conduct and will not be condoned by the College.

(DCC Board of Trustees Resolution No. 25, 1975 and No. 1980.)