



## EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

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Equal opportunity and decisions based on merit are fundamental values of the Technical College System of Georgia (TCSG). The TCSG State Board prohibits discrimination on the basis of an individual's age, color, disability, genetic information, national origin, race, religion, sex, or veteran status ("protected status"). No individual shall be excluded from participation in, denied the benefits of, or otherwise subjected to unlawful discrimination, harassment, or retaliation under, any TCSG program or activity because of the individual's protected status; nor shall any individual be given preferential treatment because of the individual's protected status, except the preferential treatment may be given on the basis of veteran status when appropriate under federal or state law.

Ogeechee Technical College is an equal opportunity employer. All employment processes and decisions, including but not limited to hiring, promotion, and tenure shall be free of ideological tests, affirmations, and oaths, including diversity statements. The basis and determining factor for such decisions should be that the individual possesses the requisite knowledge, skills, and abilities associated with the role, and is believed to have the ability to successfully perform the essential functions, responsibilities, and duties associated with the position for which the person is being considered. At the core of any such decision is ensuring the institution's ability to achieve its mission and strategic priorities in support of student success.

As President of Ogeechee Technical College, I am committed to the principles of affirmative action and equal employment opportunity. In order to ensure the dissemination and implementation of Equal Employment Opportunity and affirmative action throughout all levels of the company, I have selected Desiré Alexander, Director for Human Resources, as the Equal Employment Opportunity (EEO) Manager for Ogeechee Technical College. One of the EEO Manager's duties will be to establish and maintain internal audit and reporting systems to allow for effective measurement of Ogeechee Technical College's programs.

In furtherance of Ogeechee Technical College's plan regarding affirmative action and equal employment opportunity, Ogeechee Technical College has developed a written *Affirmative Action Plan* to ensure that its policy of nondiscrimination and affirmative action is accomplished. This *Affirmative Action Plan* is available in the Human Resources office for inspection by any employee or applicant for employment upon request, during normal business hours. Interested persons should contact the Director for Human Resources for assistance.

We request the support of all employees in accomplishing equal employment opportunity.

**Lori S. Durden**  
**President**  
**Ogeechee Technical College**