

## IOWA VALLEY COMMUNITY COLLEGE DISTRICT ADMINISTRATIVE STATEMENT ON EEO/AA

IVCCD is committed to provide equal opportunities in its employment practices and policies for all employees and applicants for employment without discrimination on the basis of age, color, creed, disability, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, and veteran status.

Retaliation against any individual for reporting discrimination or assisting in providing information relevant to a report of discrimination is strictly prohibited by IVCCD and constitutes a violation of this policy.

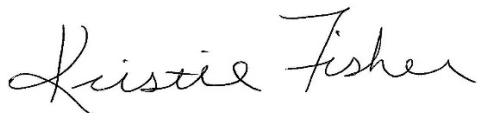
Equal employment opportunity shall apply to all personnel procedures and practices, including hiring, placement, upgrading, transfer or demotion, recruitment, advertising or solicitation for employment, treatment during employment, rates of pay or other forms of compensation, and layoff or termination.

The District Equal Employment Opportunity / Affirmative Action Plan documents the efforts being made, and which will be taken, to further equal employment and affirmative action at IVCCD. All employees are expected to be knowledgeable and supportive of the plan. College administrators and supervisors are accountable for its effective administration. The Affirmative Action Plan is available upon request to all employees, the public, and the Director of the Department of Education.

Responsibility for coordinating the ongoing implementation of the Equal Employment Opportunity / Affirmative Action Plan is assigned to the Director of Human Resources/Payroll in the Human Resources department. This individual will also be responsible for monitoring progress and compliance with the plan.

Employees or applicants who believe they have been discriminated against may file a complaint through the District Complaint Procedure. Grievance forms are available on the District Intranet via SharePoint or may be obtained from the office of the Director of Human Resources/Payroll or the offices of the Provost of the Colleges at Ellsworth Community College, Marshalltown Community College, the Vice Chancellor of Iowa Valley Continuing Education, or the Dean at Iowa Valley Grinnell.

Equal employment opportunity and affirmative action present legal, social, and economic considerations. The Affirmative Action Plan is intended to guide us in our efforts to achieve and maintain fair employment practices. Realization of these goals will benefit the District and strengthen our relationships with the many communities we serve.



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Kristie Fisher, Ph.D.  
Chancellor