



Policy Name:	Equal Opportunity in Recruitment & Hiring
Policy Number:	4111
Applicable Code/Law:	Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1975, and RCW 49.60.030.

**Policy:**

Shoreline Community College District Number Seven (7) is committed to ensuring equal opportunity and non-discriminatory practices for all applicants and employees.

The College does not discriminate on the basis of race, color, national origin, age, genetic information, gender, gender identity, sex, sexual orientation, marital status, creed, religion, honorably discharged veteran or military status, citizenship status as an immigrant authorized to work in the United States, or the presence of any sensory, mental, or physical disability, except where reasonable accommodation cannot be made without posing undue hardship upon the College. Reasonable accommodations will be made for documented physical or mental limitations for all otherwise qualified persons with disabilities.

The College will make every effort to eliminate barriers to equal opportunity, with the Office of Human Resources responsible for monitoring and reporting adherence to this policy. It is incumbent upon administration, faculty, and staff of Shoreline Community College to make a good faith effort towards these policy goals.