Rock Valley College

RVC Board Policy 3:10.010

Equal Employment Opportunity

It is the policy of Rock Valley College to provide equal opportunity in all employment decisions consistent with federal and state law. Discrimination is thus prohibited on the basis of race, color, religion, national origin, ancestry, citizenship status, work authorization status, sex, age, physical or mental disability, marital status, order of protection status, protected characteristics consistent with the Illinois Human Rights Act pregnancy, actual or perceived decisions regarding reproductive health, family responsibilities, military status, or unfavorable military discharge, genetic information, or other legally protected categories.

This policy of equal employment opportunity applies to all employment policies and procedures. This policy governs application for and treatment in all aspects of employment, including but not limited to: recruitment, hiring, transfers, promotions, demotions, reclassifications, compensation, benefits, tuition assistance, training, discipline, lay-offs, termination, social and recreational programs, use of College facilities, or any other terms, conditions, and privileges of employment.

Individuals who believe they have not received equal employment opportunities or with questions about any type of discrimination (see Board Policy 2:10.095) in the workplace should bring these concerns to the attention of the Human Resource Department. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including dismissal, from employment with the College. In addition, retaliation against any person for making a report of or participating in an investigation regarding unlawful discrimination is strictly prohibited.

Reference: Board Report 6977, 8377
Implemented: February 27, 2013
Revised: April 8, 2014; April 28, 2026