

# PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5000**

**Equal Employment Opportunity**

**Page 1 of 1**

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## BOARD POLICY

The Nebraska State Colleges are equal opportunity institutions and do not discriminate against any student, employee, or applicant on the basis of race, color, national origin, sex, sexual orientation, gender identity, disability, religion, or age in employment and education opportunities, including but not limited to, admission decisions. Each College has designated an individual to coordinate the Colleges' non-discrimination efforts to comply with regulations implementing Title II of the Americans with Disabilities Act, Titles VI and VII of the Civil Rights Act, Title IX of the Education Amendments of 1972, the Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act. Inquiries regarding non-discrimination policies and practices may be directed to one of the following Compliance Coordinators:

Anne DeMersseman  
Chadron State College  
1000 Main Street  
Chadron, NE 69337  
(308) 432-6224

Ted Tewahade (CSC Title IX Coordinator)  
Chadron State College  
1000 Main Street  
Chadron, NE 69337  
(308) 430-0980

Eulanda Cade  
Peru State College  
PO Box 10  
Peru, NE 68421-0010  
(402) 872-2230

Tara Holdsworth  
Wayne State College  
1111 North Main Street  
Wayne, NE 68787  
(402) 375-7451

Recruitment, selection, employment, transfer, promotion, demotion, training and pay of all employees shall be without regard to race, color, age, sex, sexual orientation, gender identity, religion, national origin, marital status, political affiliation, or disability.

The State Colleges and System Office will make reasonable accommodations for applicants and employees who experience disabilities.

Policy Adopted: 8/9/80  
Policy Revised: 9/18/87  
Policy Revised: 6/5/93  
Policy Revised: 6/2/06  
Policy Revised: 4/17/09  
Policy Revised: 11/5/13  
Policy Revised: 12/10/13  
Policy Revised: 11/7/14  
Policy Revised: 1/14/15  
Policy Revised: 3/26/15  
Policy Revised: 8/5/15  
Policy Revised: 3/1/16  
Policy Revised: 10/14/16  
Policy Revised: 3/24/17  
Policy Revised: 7/31/17  
Policy Revised: 12/12/19  
Policy Revised: 2/10/21

Effective: 7/1/15