

# POLICY

**Number:** 30-04.5  
**Title:** Employment Practices/Hiring  
**Original Approval Date:**  
**Area Commission Review:**  
**Last Revision:** 11/19/24

## Reference (Policy and/or Procedure)

**SBTCE:**

**FDTC:** Area Commission, Human Resources

**Other:**

## Policy Description

### DISCLAIMER

**PURSUANT TO SECTION 41-1-110 OF THE CODE OF LAWS OF SC, AS AMENDED, THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE SC STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION / THE SC TECHNICAL COLLEGE SYSTEM. THE STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION/THE SC TECHNICAL COLLEGE SYSTEM RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.**

It shall be the policy of FDTC to make all employment decisions (recruitment, hiring, promotion, and all other terms and conditions of employment) without discrimination on basis of race, color, religion, sex (including pregnancy, childbirth, lactation, or related medical condition), national origin, age (40 or older), disability, genetic information, or any other protected classes deemed unlawful under the State or Federal law. FDTC is an affirmative action equal opportunity employer and adheres to all state and federal laws applicable to employment decisions. Applications will be accepted for adjunct teaching faculty positions on an on-going basis. Applications for full-time faculty and

non-teaching positions will be accepted only when there is a posted vacancy and will be considered only for the position for which applied.