

POLICY

Number: 30-27
Title: Affirmative Action Policy Statement
Original Approval Date: 07/01/2024
Area Commission Review: 06/24/2025
Last Revision: 06/24/2025

Reference (Policy and/or Procedure)

SBTCE:

FDTC:

Other: S. C. Human Affairs Law, S. C. Code of Laws Section I-13-70C, Area Commission

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.

South Carolina Code Section 1-13-110 requires that, "Each State agency shall develop an Affirmative Action Plan to assure equitable employment for members of minorities (race and sex) and shall present such Plans to the Human Affairs Commission."

Pursuant to the above-referenced state law, Florence-Darlington Technical College endorses the principle of Affirmative Action designed to prohibit

unlawful discrimination against job applicants and employees on any term or condition of employment. This policy applies to all personnel actions including, but not limited to, recruitment, hiring, compensation, benefits, promotions, transfers, layoffs, recall from layoffs, disciplinary actions, discharges, and educational, social, and recreational programs of this agency. Consistent with their legal compliance responsibilities, the Vice President of Human Resources and Organizational Development and the President of Florence-Darlington Technical College will have operational responsibility for implementation of Affirmative Action and will have the full cooperation of all managers, supervisors, and other employees. The President's Office and the Human Resources Department are located in the 5000 Building on the College campus.

FDTC shall administer its Affirmative Action Plan consistently and in full compliance with all applicable state and federal employment laws, including but not limited to Title VII of the 1964 Civil Rights Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and the South Carolina Human Affairs Law.

This Affirmative Action Plan does not, and should not be interpreted to, permit or require the College to recruit, hire, train, promote, or give preference in any aspect of employment to any persons or groups because they are in a legally-recognized protected category. Rather, this Plan aims to provide equal employment opportunities for all job applicants and employees, including minorities and non-minorities and both genders, while preventing unlawful discrimination of every kind.

Florence-Darlington Technical College shall hire and promote the most qualified job applicants and/or employees based on their job-related

knowledge, skills, and abilities and shall not unlawfully discriminate against any job applicant and/or employee on any term or condition of employment because of any legally-protected category recognized by applicable state and federal laws.

All officials and other employees of this agency, as well as various employment agencies, both public and private, labor organizations, and any advertising agency with whom Florence-Darlington Technical College may deal will be informed that the College is an Equal Opportunity and Affirmative Action Employer and adheres to all state and federal laws applicable to all employment-related decisions.

Florence-Darlington Technical College's Affirmative Action program will remain in effect until the goals and objectives are achieved.