Chapter 495D-148 WAC
AFFIRMATIVE ACTION POLICY

WAC 495D-148-010 Equal employment opportunity/affirmative action
policy.

WAC 495D-148-010 Equal employment opportunity/affirmative action policy. (1) Lake Washington Institute
of Technology is an equal opportunity employer committed
to providing equal opportunity and nondiscrimination to
employment applicants and employees without regard to race
or ethnicity, creed, color, national origin, sex, marital status,
sexual orientation, age, religion, the presence of any sensory,
mental, or physical disability, or whether a disabled veteran
or Vietnam era veteran (hereinafter, protected group status).
The college is equally committed to take affirmative action to
increase the numbers of protected group members such as
Asians, Blacks, Hispanics, Native Americans, women, pers-
sons between the ages of forty and seventy, persons of dis-
ability, disabled veterans and Vietnam era veterans in posi-
tions where it is determined they are under-represented. The
college will make every effort to eliminate barriers to equal
employment opportunity encountered by these protected
group members and to improve employment opportunities
available to under-represented groups.

(2) The college will recruit, hire, train, and promote indi-
viduals in all job classifications solely upon their qualifica-
tions and ability or potential ability to do the job, and shall
consider protected group status only when such is a bona fide
occupational qualification.

(3) All other personnel actions such as compensation,
benefits, layoffs, return from layoffs, terminations, college-
sponsored training, education, tuition assistance, and social
and recreational programs will be administered without
regard to protected group status.

(4) Numerical goals will be set in areas where protected
classes are determined to be under-represented based upon
the district's demographics. The college will make every
effort to meet such goals within the timetables established for
such goals.

(5) The president is charged with the overall responsibil-
ity for assuring that the equal employment opportunity/affir-
mative action policy is administered effectively, and is
granted the authority to exercise that responsibility. It is
incumbent upon each member of the Lake Washington Insti-
tute of Technology faculty, administration, and staff to make
a good faith effort in the execution of this policy. Failure to
do so may be grounds for disciplinary action.

[Statutory Authority: RCW 28B.50.140(13). WSR 11-19-083, § 495D-148-
010, filed 9/20/11, effective 10/21/11. Statutory Authority: RCW 28B.50-
140. WSR 93-01-084, § 495D-148-010, filed 12/15/92, effective 1/15/93.]