



## Ohio Administrative Code

### Rule 3357:15-14-23 Equal employment opportunity.

Effective: May 6, 2026

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- (A) It is the policy of Stark state college to ensure equal employment opportunity in accordance with the Revised Code and all applicable federal regulations and guidelines. Employment discrimination against employees and applicants based on, but not limited to, race, color, religion, sex, gender, national origin (ancestry), military status (past, present, or future), status as a parent during pregnancy and immediately after the birth of a child, status as a parent of a young child, status as a nursing mother, status as a foster parent, disability, age (forty years or older), genetic information, sexual orientation, gender identity, or gender expression is illegal.
- (B) Stark state college employees and applicants are also protected from retaliation. Retaliation is any adverse action taken against an individual because the individual is engaged in a protected activity related to discrimination. Protected activities include, but are not limited to, reporting or opposing discrimination or harassment, filing a complaint, requesting reasonable accommodation, or participating in an investigation. Retaliation may occur through direct or indirect actions and is prohibited regardless of whether the underlying complaint is ultimately substantiated.
- (C) Persons who believe that Stark state college has discriminated against them may file a discrimination complaint with Melissa Glanz, vice president of human resources. The human resources representative has full authority to manage equal employment opportunity (EEO) issues involving discrimination.
- (D) Point of contact to file allegations of discrimination:
- "Melissa Glanz, Vice President of Human Resources Location: 6200 Frank Ave. N.W., North Canton, Ohio 44720 Phone Number: 330.494.6170 ext. 4276 E-mail Address: mglanz@starkstate.edu"