



## Ohio Administrative Code

### Rule 3358:5-3-09 Equal employment opportunity and diversity policy.

Effective: June 13, 2025

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#### (A) Purpose

To reaffirm and restate the college's continuing commitment to the principles of equal opportunity; to increase effectiveness by setting forth the action being taken and to be taken by the college and its employees concerning equal opportunity in educational programs and employment.

(B) Clark state college is committed to assuring equal opportunity to all persons and does not discriminate on the basis of race, color, religion, gender/sex, gender identity or expression, national origin (ancestry), military status, disability, age (40 years of age or older), genetic information, sexual orientation, status as a parent during pregnancy and immediately after the birth of a child, status as a parent of a young child, or status as a foster parent or any other protected group status as defined by law or college policy in its educational programs, activities, admissions or employment practices.

Clark state prohibits discrimination and harassment based on these protected group statuses in accordance with college policies, applicable laws and executive orders. Clark state complies with and adopts the international holocaust remembrance alliance's definition of antisemitism as set forth in Executive Order 2022-06D: "Defining and Combating Antisemitism."

Title IX of the Educational Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive federal financial assistance.

#### (C) General policy

The college is committed to complying with all applicable laws regarding non-discrimination.

#### (D) Subcontractors, independent contractors and vendors



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Clark state college adheres to all applicable state and federal equal opportunity/affirmative action statues and regulations.

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