



AFFIRMATIVE ACTION STATEMENT

The Tompkins Cortland Community College Board of Trustees on November 17, 1977, enacted an equal opportunity policy. This policy was reaffirmed on March 17, 1994. The policy provides:

Tompkins Cortland Community College is an equal opportunity employer and institution. It shall not discriminate on any basis prohibited by applicable Federal and/or State law including race, color, religion, gender, national origin, disability, age, citizenship status, Vietnam era or special disabled veteran status, or sexual orientation with respect to recruitment, employment, promotion, compensation, benefits, educational opportunity or training. This equal opportunity/affirmative action policy shall be carried out and enforced throughout the College. It is the responsibility of all departments and personnel to assure compliance.

The Board of Trustees requires that all organizations conducting employment recruiting at the College do not discriminate against applicants for employment and employees on the basis of race, color, religion, gender, national origin, disability, age, citizenship status, Vietnam era or special disabled veteran status, or sexual orientation or any other protected status as prohibited by federal or New York State Law.

Agreed:

Organization

Representative

Date

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