

<i>Title</i>	<b>Equal Opportunity Employer Policy</b>
<i>Summary</i>	Summarizes Grinnell College’s commitment to nondiscrimination in the workplace and outlines how Grinnell College honors this commitment; also explains the procedure for pursuing any grievances relating to this policy.
<i>Legal Acts</i>	Civil Rights Act of 1866; the Equal Pay Act of 1963; Title VI of the Civil Rights Act of 1964; Title VII of the Civil Rights Act of 1964; Executive Order 11246, as amended; Title IX of the Education Amendments of 1972; the Rehabilitation Act of 1973; the Age Discrimination in Employment Act, as amended; the Americans With Disabilities Act; the Civil Rights Act of 1991; The Veterans Readjustment Benefits Act, as amended; and the Genetic Information Nondiscrimination Act of 2008
<i>Policy Statement</i>	<p>Grinnell College is an equal opportunity/affirmative action employer committed to attracting and retaining highly qualified individuals who collectively reflect the diversity of the nation. No applicant shall be discriminated against on the basis of race, national or ethnic origin, age, gender, sexual orientation, gender identity and expression, marital status, veteran status, religion, creed, or disability.</p> <p>This spirit of nondiscrimination will continue to be enforced in all aspects of College operations, both in the workplace, the classroom and within the College community at large.</p>
<i>Implementation</i>	<p>In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Grinnell College will be based on merit, qualifications, skills and abilities.</p> <p>This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training, unless legally required otherwise.</p> <p>Any employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their immediate supervisor or the Office of Human Resources. Employees can raise concerns and make reports without fear of reprisal. See also Enforcement and Grievance procedures below.</p> <p>In order to adhere to federal rules governing non-discrimination in both employment and admissions, the College must include a Board of Trustees approved non-discrimination statement on all College publications, including but not limited to admissions brochures, College catalogs or electronically published versions of these or similar publications.</p>
<i>Enforcement</i>	The Office of Human Resources is responsible for ensuring compliance with federal non-discrimination laws during the hiring process. The Office of Admissions is responsible for ensuring the same in terms of new student admission.

*Grievance  
Procedures*

If any staff or faculty member feels he/she/zi has been denied employment or otherwise discriminated on the basis of any element described in the non-discrimination statement above, he/she/zi should bring this complaint to a direct supervisor or to the Director of Human Resources (if preferred by employee) who will be responsible for the initial investigation of the claim. Depending on circumstances, the matter will then be referred immediately to legal counsel.

Existing employees, faculty or staff should bring an initial grievance to Jennifer Krohn, Senior Research Associate.