



September 1, 2018

### THE CHANCELLOR'S POLICY STATEMENT

Central Texas College District (CTCD) is located in a diverse region and is committed to creating values and instigating policies that will heighten respect for individuals and their cultures. The college believes that, in order to truly profit from this diversity, CTCD must promote acceptance, understanding and mutual respect among all members of its community. In harmony with these principles and applicable laws, it is the college's policy not to discriminate on the basis any protected class including, but not necessarily limited to race, color, gender, national origin, age, religion, genetic information, disability, veteran status, sexual orientation, gender identity or transgender status.

CTCD is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination. The college will not tolerate sexual misconduct of any form to include but not limited to dating violence, domestic violence, sexual assault, or stalking. We have a zero-tolerance policy to ensure our environment is free of violence, discrimination and harassment and have adopted a proactive approach to prevent discrimination, harassment, and sexual misconduct through training and other programs. As such, retaliation against any member of the college community who has made complaint of discrimination or is assisting in the investigation of a complaint is prohibited.

The college is committed to the highest ethical and professional standard of conduct. Employees must adhere to the Code of Ethics and Conduct policy, and maintain high ethical standards when accepting gifts, benefits, meals/entertainment, requesting personal services, using college property and time, using and maintaining confidential information or institutional funds and must maintain scholastic honesty. All employees, by accepting employment at CTCD, agree to keep all confidential information in the strictest confidence. This includes, but is not limited to, discussing, disseminating, publishing, copying, transferring, removing, misusing, or using or retaining information for personal or any use beyond that which is necessary to accomplish their services or duties for CTCD.

CTCD is a drug, alcohol and tobacco free environment. The use of or being under the influence of illegal drugs and/or alcohol is inconsistent with the behavior expected of employees. As such, all CTCD faculty, staff and students must abide by local, state and federal laws and CTCD policies pertaining to controlled substances, illegal use of drugs and alcoholic beverages.

As a college community, it is our collective responsibility to report all threatening, violent, discriminatory, or harassing statements and actions immediately.

Sincerely,



Jim Yeonopolus  
Chancellor

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