



September 1, 2015

THE CHANCELLOR'S POLICY STATEMENT

Central Texas College District (CTCD) is an equal opportunity, affirmative action institution. We are unequivocally committed to a policy of equal access and equal opportunity in employment practices, admissions, educational programs and all other college activities. In this regard we affirm our commitment to providing an inclusive and welcoming environment for all members of our community and to ensuring that educational and employment decisions are based on individuals' abilities and qualifications. The college does not discriminate on the basis of 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.

It is the policy of the college to maintain an academic and work environment free of discrimination and harassment in accordance with all applicable federal, state and local statutes and regulations. We have adopted a proactive approach to prevent discrimination and harassment through training and other programs. As such, employees are protected from retaliation or discrimination when filing a complaint or assisting in the investigation of a complaint.

The college is committed to ensuring employees are treated with dignity and respect and adhere to the Code of Ethics and Conduct policy. Employees are required to 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.

CTCD is a strictly drug and alcohol-free workplace. 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.

Sincerely,



Jim Leonopolus
Interim Chancellor

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