

PERSONNEL – GENERAL PRINCIPLES

Legal Authority: NCGS 115D-20(2); 1C SBCCC 200.94 -- 200.99; 1C SBCCC 400.1, 400.3 – 400.11

Approved: April 19, 2011 (reviewed: November 3, 2020)

Previous Editions:

PERSONNEL – GENERAL PRINCIPLES

The Board hereby establishes a human resources and personnel system that provides for the recruitment, selection, and continuous development of an effective workforce that is responsive to the needs of the College community.

It is the Policy of the Board to comply with all applicable state and federal employment laws and regulations. The President is directed to implement this Policy with those Procedures consistent with the Board's directives. The Board also recognizes that periodic updates and revisions of the College's personnel Policies will be necessary. Minor changes in personnel Policies required by changes in State or federal law or regulation do not require approval by the Board. Changes deemed major by the President shall be presented to the Board as proposed amendments to personnel Policies. Changes in personnel Policies adopted by the Board or required by the President will be communicated promptly to all employees.

The College is an equal opportunity employer. The College's Policies, from recruitment through employment, job assignment, promotion, retirement, and all phases of the employment relationship, is to provide equal opportunity at all times without regard to age, race, color, religion, disability, sex, sexual orientation, national origin, genetic information, or other legally protected status. The President will ensure that all employment decisions are in accordance with these principles of equal employment opportunity. This Policy extends to all terms, conditions, and privileges of employment, as well as the use of the College's facilities and participation in all activities sponsored by the College, including the following:

- (i) recruitment, advertising, and job application Procedures;
- (ii) hiring, promotion, assignment, training, evaluation, discipline, advancement opportunity, discharge, and other terms and conditions of employment; and
- (iii) compensation, insurance, leave, training, social and recreational programs, and other benefits and privileges of employment.