

# Orangeburg-Calhoun Technical College Statement of Policy

Title: Employment Practices

Number: 8.002

Page: 1 of 1

Department of  
Responsibility: Human Resources

Authorization:

\_\_\_\_\_  
Area Commission Chairman

\_\_\_\_\_  
President

Date Approved: November 14, 1993

Last Revised: September 25, 2018

Last Reviewed: February 16, 2021

---

## DISCLAIMER

**PURSUANT TO SECTION 41-1-110 OF THE CODE OF LAWS OF SC, AS AMENDED, THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE COLLEGE. THE COLLEGE RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.**

It shall be the policy of Orangeburg-Calhoun Technical College to make all employment decisions (recruitment, hiring, promotion, and all other terms and conditions of employment) without discrimination on basis of race, color, religion, national origin, age, disability, sex, including pregnancy, childbirth or related medical conditions, including, but not limited, to lactation, or veteran's status, or any other protected classes deemed unlawful under the State or Federal law.

Orangeburg-Calhoun Technical College is an affirmative action, equal opportunity employer and adheres to all State and Federal laws applicable to employment decisions.