

# NORTH COUNTRY COMMUNITY COLLEGE

## Equity Program Policy Statement

TO: All Employees  
Applicants for Employment  
The Community

It is the policy of North Country Community College to provide employment, training, compensation levels, transfer and promotion opportunities, and other aspects of employment without regard to sex, race, color, religion, national origin, or age, and to qualified handicapped individuals, or veterans.

When we are hiring or promoting in full-time job categories in which women, minorities, handicapped individuals or veterans are underutilized, we will take affirmative action to seek out qualified applicants without regard to sex, race, color, religion, national origin, age, handicap or veteran status.

At North Country Community College, all terms and conditions of employment are, and will continue to be, established on the basis of the individual qualifications and ability to perform the job.

**Tara Smith, Director of Human Resources, is designated as the Equity Program Officer of the College.**

**Tara Smith, MHRER, PHR, SHRM-CP**  
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North Country Community College  
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Joe Keegan,  
President