

## 603.2 - Hiring of Employees Policy

### Purpose:

To establish Bismarck State College's policy to seek, select, and employ individuals of superior skills for every job opening which occurs at the institution. The College is committed to recruiting, hiring, training, and retaining employees who will serve with commitment, enthusiasm, and good will.

### Policy:

Bismarck State College declares and affirms a policy of equal opportunity in all aspects of hiring of all employees; and will make all decisions regarding recruitment, employment, promotions, and all other terms and conditions of employment without discrimination on grounds of race, color, gender, national origin, age, religion, sexual orientation, disability, or other factors which cannot be lawfully the basis for employment decisions.

### Definitions:

NA

### References:

[SBHE 603.2 Equal Employment Opportunity Employees & Job Applicants | U.S. Equal Employment Opportunity Commission \(eoc.gov\)](#)  
[Laws Enforced by EEOC | U.S. Equal Employment Opportunity Commission](#)

### History of This Policy:

First policy: draft January 3, 1986.

Revisions - July 1, 1987; June 1, 1990; July 14, 1994; August 7, 1997; November 9, 2001; March 7, 2005; July 30, 2009.

Reviewed – February 23, 2015.

Reviewed by Campus Council on August 21st, 2023, and reviewed by the Executive Council on August 28th, 2023, and approved by the President on September 21st, 2023.