EQUAL OPPORTUNITY POLICY

It is the policy of St. Andrew’s Theological College (SATC) to comply with the law regarding equal opportunity for all qualified persons so as to prohibit unlawful discrimination against persons because of race, gender, pregnancy, color, marital status, religion, age, disability or handicap in its policies and its Education and Admissions programs. SATC promotes the full realization of equal opportunity throughout the College. Admissions and employment practices and activities are conducted on a non-discriminatory basis as required by law. This policy is also supplemented with a strong commitment to and policy against harassment or retaliation of any kind.

While SATC is committed to complying with applicable state statutes, the pursuit of diversity and fairness is, more importantly, grounded in the mission and educational goals of our institution.

(A) Equal opportunity policy.

(1) In academic and student programs. It is the policy of SATC that there shall be no unlawful discrimination against any student or applicant for admission as a student because of race, color, religion, gender, or disability. Such policy shall apply to, but not necessarily be limited to, the following: recruiting, admission, access to programs, financial aid, and other services. This policy also shall apply with reference to discrimination on a basis of age insofar as required by law.

(2) In employment. It is the policy of SATC that there shall be no unlawful discrimination against any employee or applicant for employment because of age, race, color, religion, gender, or disability. Such policy shall apply to, but not necessarily be limited to, the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other compensation; and selection for training, including apprenticeship. This policy also shall apply with reference to discrimination on the basis of age insofar as required by law.

(B) Implementation of policy with respect to employment.

(1) This policy shall be maintained under the authority of the Board of Directors, the Principal and Administrative Staff of the College by way of an action plan.

(2) The action plan shall include, but not necessarily be limited to, nondiscrimination provisions of general application to all employees and applicants for employment, including nondiscrimination provisions applicable to age, race, color, religion, gender,
or disability. Such provisions of general application shall reflect and pursue the central purposes and provisions of relevant laws and regulations of Trinidad and Tobago, and of opportunity. Such provisions of general application shall include, but not necessarily be limited to, the following:

- Establishment of responsibilities for conduct and monitoring of the College action program.
- Internal and external dissemination of the College’s equal opportunity policy and action plan.
- Workforce analyses; analyses of major job groups; appraisal of labor force utilization; and annual reports of progress.
- Development and pursuit of goals and timetables, which could reasonably be attained through good faith efforts.
- Equal opportunity of access by employees to educational and training programs for advancement of occupational and professional qualifications.
- Application of the College’s equal opportunity policy in all personnel actions.
- Design and implementation of appropriate audit and reporting systems.
- Provisions for notice, verification and reporting, as may be required by law regarding equal opportunity policies and practices of unions, contractors, and vendors having dealings with the College.
- Provisions for resolution of complaints and grievances.