

A???? ???? A???? P????? ???

M?????? ? W?? ??

Glennville State College

Affirmative Action Plan
for
Minorities and Women

May 1, 2017 through April 30, 2018
Plan Year

&21), '(17, \$/ 75\$'(6(&5(7 DQG 35,9\$

)RU WKH SXUSRVHV RI WKLV UHSCRUOX GWKHDQ\HBP L*WV QILY
\$IILUPDWLYH \$FWLRQ 3ODQ FRQWDLQV FRQILGHQWLDO WU
6WZWHFK LV SURWHFWHG IURP GLVFORVXUH E\ WKH 2IILFH I
7UDGH 6HFUHWV \$FW 8 6 & † 7KH UHOHDVH RI WKL
6WDWH RU LWV HPSOR\HHV ZLWKLQ WKH PHDQLQJ RI WKH)
DQG DQG WKH 7UDGH 6HFUHWV \$FW)2,\$ SURWHFWV
WR)2,\$ UHTXHVWRU *Mr. Edwin* H J8 6)XUWKHUPRU
VHFUHW FRQILGHQWLDO VWDWLWLFDO RU FRPPHUFDO L
\$GPLQLVWUDWLYH 3URFHGXUHV *Mr. Don* H J) G
FHUW GHQLHG 8 6

Introduction

* OHQYLOOH 6 WOHY & OOH 6 WDWH KDV SUHSDUHG WKLW \$IILL
WKURXJK \$SULO UHDIILUPLQJ LWV FRPPLWPHQV

Internal Dissemination of EEO Policy
41 C.F.R. § 60-1.42

F *OHQYLOXMH6WDDWLFQJOH DGYHUWLVHPPHQW DQG
DGYHUWLVHPPHQWV XQGHU D FDSWLRQ ZKLFK FC
DOO TXDOLILHG DSSOLFDQWV HTXDO FRQVLGHU
UHOLJLRQ[XVH] RULHQWDDWLRQO RULJLQ &)

G *OHQYLOXMH6WDDWLFQJOH DGYHUWLVHPPHQW LQ ZK
W\SH WKH SKUDVH³DQ HTXDO HPSOR\PHQW BSS
:KHQ SLFWXUHV DUH LQFOXGHG LQ WKHVH PHGL
LQFOXGH SLFWXUHV RI LQGLYLGXDOV RI GLYHU
DQG QDWLRQDO RULJLQ

7KH IROORZLQJ H[HPSOLI\ WKH PHWRPBGXVHQGQORW
HIIRUWV WR HQVXUH FRQWLQXLSSJ3LOWKRXQDWPBQ
QRW DOZD\ XVH DOO RI WKH EHORZ PHWKRGV DQC

D *OHQYLOXMH6WDDWLFQJOH DGYHUWLVHPPHQW VXSSOLHV
REOLJDWLRQV WR HTXDO HPSOR\PHQW RSSRUW

E *OHQYLOXMH6WDDWLFQJOH DGYHUWLVHPPHQW VRXUFHV PLQ
FRPPXQLW\ DJHQFLHV OHDGHUV VHFRRGDU\ VI
FRPPLWPHQW WR\$WKLV*OROLEOOROBWVWKHVH VR
DSSOLFDQWVHJWCHGEIDLUO\ ZLWKRXW UHJDUG W
RULHQWDLRQ JHQGHU LGHQWLW\ DQG QDWLF

F *OHQYLOXMH6WDDWLFQJOH DGYHUWLVHPPHQW WHV ZLWK WKH VWDWH HPSC
UHJDUGLQJ WKH SROLF\

G *OHQYLOXMH6WDDWLFQJOH DGYHUWLVHPPHQW SURVSHFWLYH HPSOR\HHV RI
SHUWLQHQQ SRUWLRQV RI LW DYDLODEOH XSRC

,Q DGGLWLRQ L*QFRQYSDODW6HWDEMHUHIHUHQFH WKH H
DIILUPDWLYH DFWLRQ FODXVHV LQWR HDFK RI LWV
LQFOXGLQJ *RYHUQPHQW ELOOV RI ODGLQJ WUDQV
*RYHUQPHQW IXQGV DQG FRQWUDFWV IRU LVVXLQJ
RWKHU FRQWUDFWV DQG VXEFRQWUDFWV DV UHTXL
*RYHUQPHQW FRQWUDFWV DQG RWKHU FRYHUHG F
WKH RULJLQDO FRQWUDFW LQ DFFRUGDQFHZLVWHK
&) 5 †

'LVFXVVLQJ ((2 \$\$ SROLFLHV ZLWK DOO SHUVRQQHO
6WDWH V SROLFLHV DQG WKH QHHG IRU WKHLU VXS

5HYLHZLQJ *OHQYLOOH 6WDWH V \$\$\$ IRU TXDOLILHC
VXSHUYLVYUVRU WR HQVXUH WKH SROLF\ LV XQGHUUV

&RQGXFVLQJ SHULRGLF UHYLHZV RI RIILFHV WR HQ
SRVWHUV DQG QRWLFHV FRPSDUDEOH IDFLOLWLHV
&ROOHJH VSRQVRUHG UHFUHDWLRQDO HGXFDWLRQ

\$XGLWLQJ WUDLQLQJ SURJUDPV KLULQJ DQG SURP

B. Management Responsibilities

/LQH DQG XSSHU PDQDJH PHQW \$ \$ K D O F O H G L S R Q E X W L Q R W \

\$VVLVWLQJ LQ DXGLWLQJ \$\$\$

Identification of Areas for Discussion
41 C.F.R. § 60-2.17(b)

Development & Execution of Action-Oriented Programs
41 C.F.R. § 60-2.17(c)

* OHQYLKCH 6LVQVWHL WXWHG DFWLRQ RULHQWHG SURJUDPV G
H[LVW LQ DFFRUGDQFH ZLWK † E DQG WR KHOS DFK
DOVR PDNHV D JRRG IDLWK HIIRUW WR UHPRYH LGHQWLILH(
PHDVXUDEOH UHVXOWV 7KHVH SURJUDPV PD\ LQFOXGH LW

&RQGXFWLQJ SHULRGLF UHYLHZV RI MRE GHVFULSW
UHODWHG GXWLHV DQG UHVSQRVLELOLWLHV

\$QQXDOO\ UHYLHZLQJ MRE TXDOLILFDWLRQV E\ GHS
MRE SHUIRUPDQFH FULWHULD

0DNLQJ MRE GHVFULSWLRQV DQG TXDOLILFDWLRQV
PDQDJHPHQW LQYROYHG LQ WKH UHFUXLWLQJ VFUI

0DNLQJ UDLVWK HIIRUWV WR VHOHFW WKH PRVWFRXID
GXW\ VKRXOG WKH QHHG DULVH WR PDNH JRRG ID
XQGHUXWLOL]DWLRQ RI PLQRULWLHV DQGZLPHWR\$
WKH WRWDO VHOHFWLRQ SURFHVV DUH PDGHV LQDWHVLRQ

D 5HYLHZLQJ WKH MRE DSSOLFDWLRQV DQG RWKH
UHTXHVWHG LV MRE UHODWHG

E (YDOXDWLQJ VHOHFWLRQ PHWKRGV WKDW PD\ K
MRE UHODWHG DQG FRQVLVWHQW ZLWK EXVLQH

F 3URYLGLQJ DVVLVWDQFH VXFK DV WUDLQLQJ D
DQG ((2 WUDLQLQJ PDVBJHPSIQRMHEQG VXSHUYLVI
OLPLWHG WR WKRVH ZKR DUH LQYROYHG LQ W
UHODWHG SURFHVVHV VR WKDW SHUVRQQHO DI
VH[XDO RULHQWDWLRQ QDWGRHODIQRQWLW\ DQC

G

•RORH

F 'LVVHPLQDWLQJ LQIRUPDWLRQ RQ MRE RSSRUW
ZRPHQ DQG HPSOR\PHQW GHYHORSPHQW DJHQF

G (QFRXUDJLQJ DOO HPSOR\HHV WR UHIHU TXDOLI

H

L (QVXULQJ WKDW DOO HPSOR\HHV DUH JLYHQ HT
E\

*HQHUDOO\ SRVWLQJ RU RWKHUZLVH DQQR>

2IIHULQJ FRXQVHOLQJ WR DVVLVW HPSOR\H
WUDLQLQJ DQG HGXFDWLRQDO SUBSIDIES
MRE URWDWLIRQVIHU DQG

Organizational Profile

&RQWUDFWRUV DQGHVXEFXQWUHGFWRRUQSFQXGDIQL
SURILOH RI WKHQJHURWUKNHBUFHZRVUNIRUFH DQDO
WKDW SURYLGHMORFWIDQJOMGIDLWDXSHWWDEIQLV
† \$Q RUJDQLJDWLRQDO SURILOH VKRZV
HVWDEOLVKPHQW 7KLV SURILOH DVVLVWV DQ
LWV VLWH ZKLFK LV WKZIRPQMRIFVURHWQVHHS
FRQFHQWUDWHG \$ZRULQRWKFHVDSQSOZKLVFKVOX
WKH ORZHVW SDLG WRHWKIKSHUWWPISQWGRZLWU

:RUNIRUFH \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

7RWI

:KLW

1DWL
+DZDL

:RUNIRUFH \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

\$FDGHPLF 6XSSRUW

/LQHV RI 3URJUHVVLRQ 12

7LWOH

((2 7RWL)^{ODOH}HPD(:KLV %ODI+LVSD \$VLD ^{1DWL}+DZDL ,QGLI ^{7ZR F}ORUH 0LQRU

\$FDGHPLF &RRUGLQDWRU

6XPPDU\\$FDGHPLF 6XSSRUW

:RUNIRUFH \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

\$OXPQL 5HODWLRQV

/LQHV RI 3URJUHVVLRQ 12

7LWOH

((2 7RWL ^{0DOH})HPD(:KLV %ODI+LVSD \$VLD +DZDL ^{1DWL} ,QGLI ^{7ZR F}ORUH 0LQRU

:RUNIRUFH \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

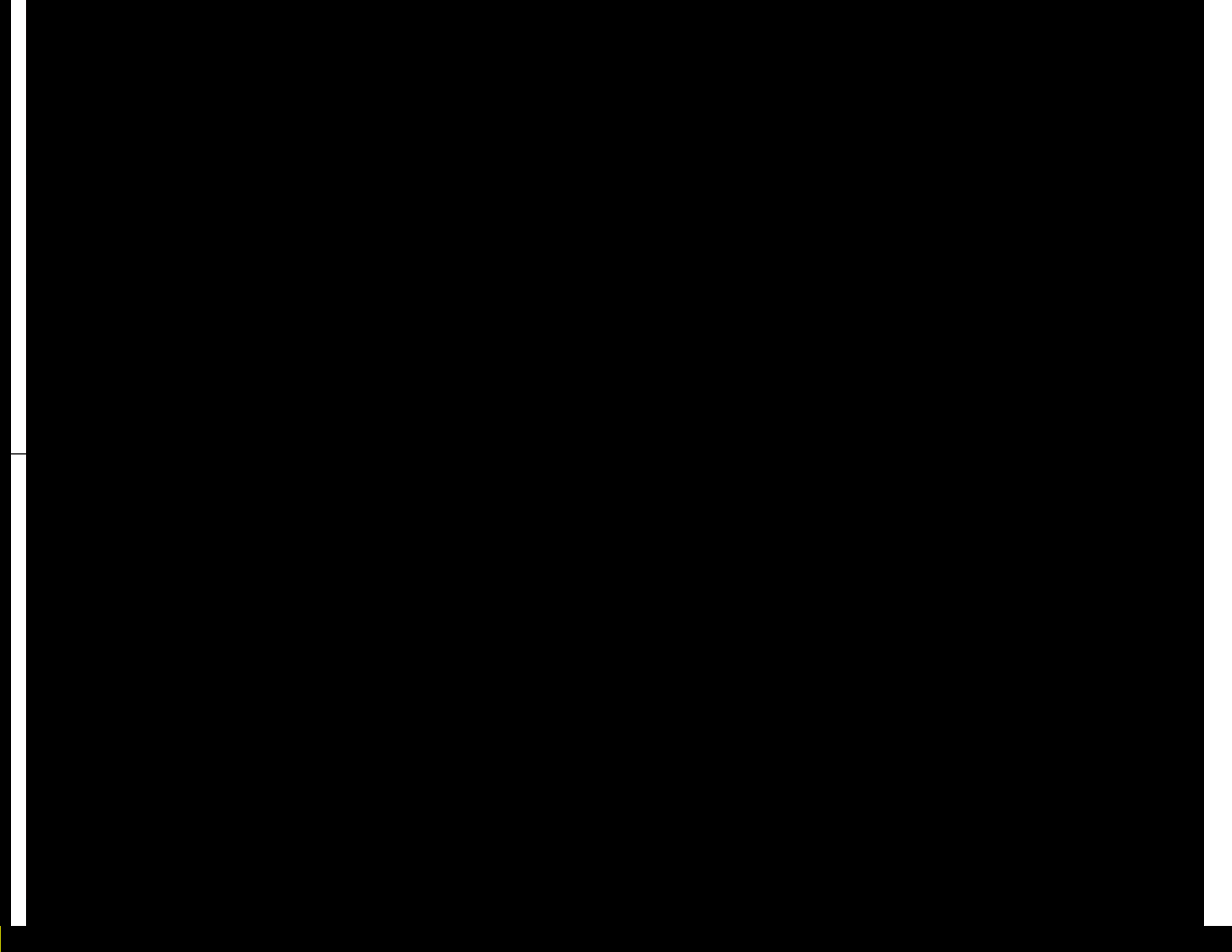
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/LQHV RI 3URJUHVVLRQ 12

7LWOH

((2 7RWL^{0DOH})HPD(:KLW %ODI+LVSD \$VLD +DZDL^{1DWL} ,QGLI^{7ZR F}ORUH 0LQRU





:RUNIRUFH \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

\$WKOHWLFV

/LQHV RI 3URJUHVVLRQ 12

7LWOH

((2 7RWL)^{ODOH}HPD(:KLV %ODI+LVSD \$VLD ^{1DWL}+DZDL ,QGLI ^{7ZR F}ORUH 0LQRU

\$WKOHWLF 7UDLQHU

+HDG %DVHEDOO &RDFK

:RUNIRUFH \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

\$WKOHWLFV

/LQHV RI 3URJUHVVLRQ 12

7LWOH

((2 7RWE^{ODOH})HPD(:KLV %ODI+LVSD \$VLD +DZDL^{1DWL} ,QGLI^{7ZR F} 0LQRU

\$VVRFLDWH 3URIHVVURU RI 0XVLF

6XPPDU\\$WKOHWLFV

:RUNIRUFH \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

%XVLQHVV

/LQHV RI 3URJUHVVLRQ 12

7LWOH

((2 7RWL)HPD(:KLW  \$VLD +DZDL ,QGLI 7ZR F 0LQRU

*OREDO 0DUNHWLQJ

3ULQFLS)g^ Wa.fà L.ž \$à L Wa. Â!cA.f\$a,3R,@'€u3 i Â, 1€ ^řpuv à

:RUNIRUFH \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

7RWI

1DWL
+DZDL

:RUNIRUFH \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

&ROOHJH \$GYDQFHPHQW

/LQHV RI 3UR ÀpÀ

7LWOH

((2 7RWI^{0DOH})HPD(:KLV %ODI+LVSD \$VLD +DZDL^{1DWL} ,QGLI^{7ZR F}ORUH 0LQRU

:RUNIRUFH \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

7LWOH

7RWI^{0DOH})HPD(:KLV %ODf+LVSD \$VLD +DZDL^{1DWL} ,QGLI^{7ZR F} 0RUH 0LQRU

:RUNIRUFH \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

'LVDELOLWLHV 6HUFLFHV
/LQHV RI 3URJUHVVLRQ 12

7LWOH

3URJUDP &RRUGLQDWRU \$FDGHPLF 6XSSRUW &

((2 7RWI)^{ODOH}HPD(:KLW %ODI+LVSD \$VLD ^{1DWL}+DZDL ,QGLI^{7ZR F}ORUH 0LQRU

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

:RUNIRUFH \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

7RWI

1DWL
+DZDL

:RUNIRUFH \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

([WHUQDO 5HODWLRQV

7LWOH

7RWL^{0DOH})HPD(:KLV %ODf+LVSD \$VLD +DZDL^{1DWL} ,QGLf^{7ZR F} 0RUH 0LQRU

~~:RUNIRUFH \$QDO\VLV~~

3ODQ 'DWH

)LQDQFLDO \$LG

/LQHV RI 3URJUHVVLRQ 12

7LWOH

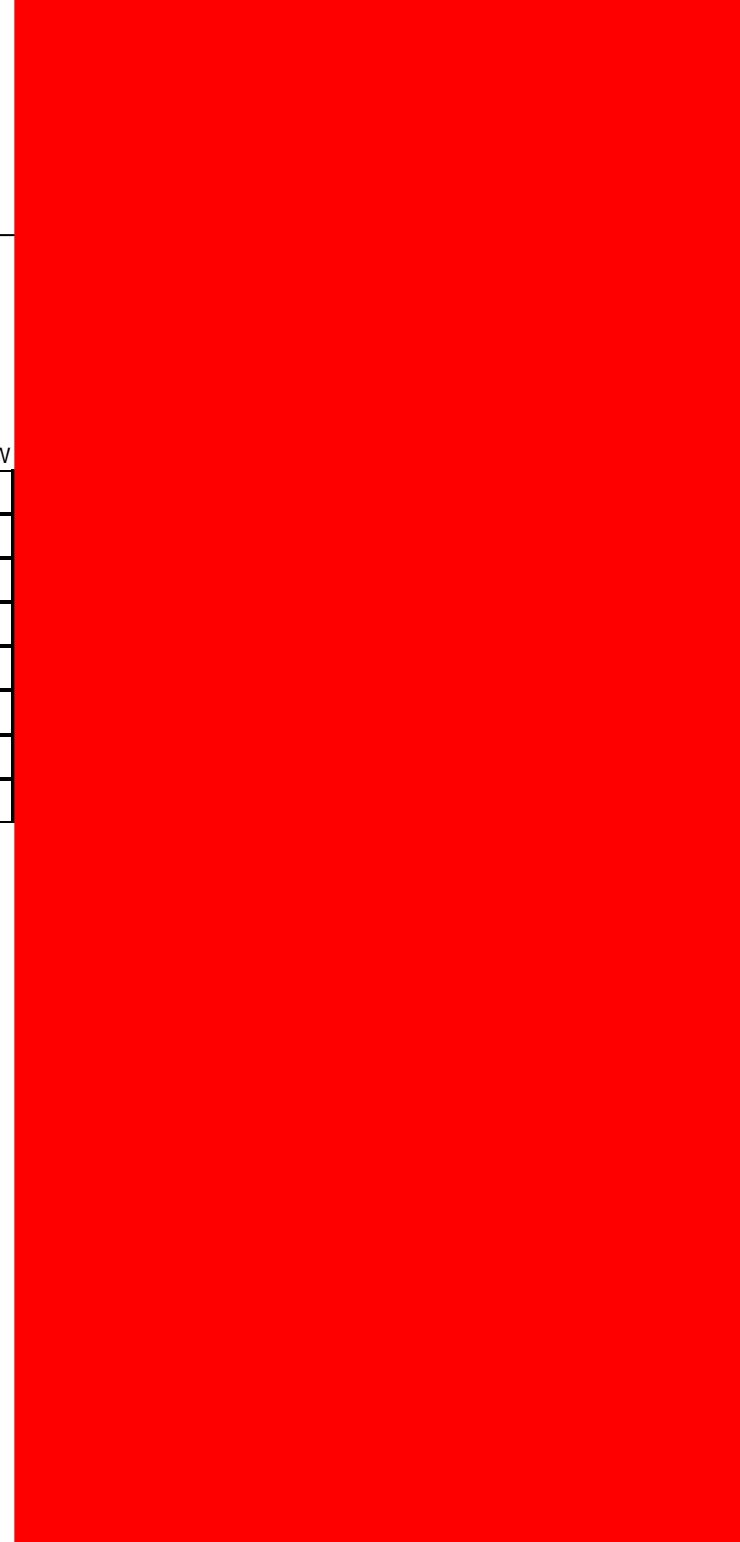
((2 7RWL)^{ODOH}HPD(:KLW

)LQDQFLDO \$LG \$VVLVWDQW ,,

6WXGHQW /RDQ 2IILFHU

6WXGHQW /RDQ 2IILFHU

)LQDQFLDO \$LG &RXQVHORU



:RUNIRUFH \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

7LWOH

7RWI^{0DOH})HPD(:KLV %ODf+LVSD \$VLD +DZDL^{1DWL} ,QGLI^{7ZR F} 0RUH 0LQRU

:RUNIRUFH \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

7RWI

1DWL

:R UNIRUFH \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

+HDOWK DQG 3(

/LQHV RI 3URJUHVVLRQ 12

7LWOH	((2	7RWE	ODOH)HPD(	:KLW	%ODI	+LVSD	\$VLD	1DWL +DZDL	,QGLI	7ZR F ORUH	0LQRU
\$SSOLHG 1XWULWLRQ											
)LUVW \$LG DQG 6DIHW\											
ORWRU /HDUQLQJ 'HYHORSPHQW											
3(IRU (OHP 6FKRROV											
\$VVLVWDQW 3URIHVVURU RI 3K\VLFDQ (GXFDWL											



:RUNIRUFH \$QDO\VLV

+LGGHQ 3URPLVH

/LQHV RI 3URJUHVVLRQ 12

7LWOH

((2

7RWE

0DOH

)HPD(:KLW

%ODI+LVSD \$VLD

1DWL

+DZDL

,QGLI

7ZR F

ORUH

0LQRU

37 +LGGHQ 3URPLVH /LDVRQ

+LGGHQ 3URPLVH (/ \$ < Q0

:RUNIRUFH \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

+XPDQ 5HVRXUFHV

/LQHV RI 3URJUHVVLRQ 12

7LWOH

((2 7RWE^{ODOH})HPD(:KLW %ODI+LVSD \$VLD +DZDL^{1DWL} ,QGLI^{7ZR F} 0LQRU

&KLHI +XPDQ 5HVRXUFHV 2IILFHU

6XPPDU\ +XPDQ 5HVRXUFHV

:RUNIRUFH \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

+XPDQ5HVRXUFHV

/LQHV RI 3URJUHVVLRQ 12

7LWOH

((2 7RWE^{ODOH})HPD(:KLV %ODI+LVSD \$VLD +DZDL^{1DWL} ,QGLI^{7ZR F}ORUH 0LQRU

+XPDQ 5HVRXUFHV 5HS

6XPPDU\ +XPDQ5HVRXUFHV

:RUNIRUFH \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

:RUNIRUFH \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

/DQG 5HVRXUFHV

/LQHV RI 3URJUHVVLRQ 12

7LWOH

((2 7RWL)HPD(:KLW %ODI+LVSD \$VLD +DZDL ,QGLI 0RUH 0LQRU

6XPPDU\ /DQG 5HVRXUFHV

6XPPDU\ /DQG 5HVRXUFHV										

:RUNIRUFH \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

7RWI

:RUNIRUFH \$QDO\VLV

3ODQ 'DWH

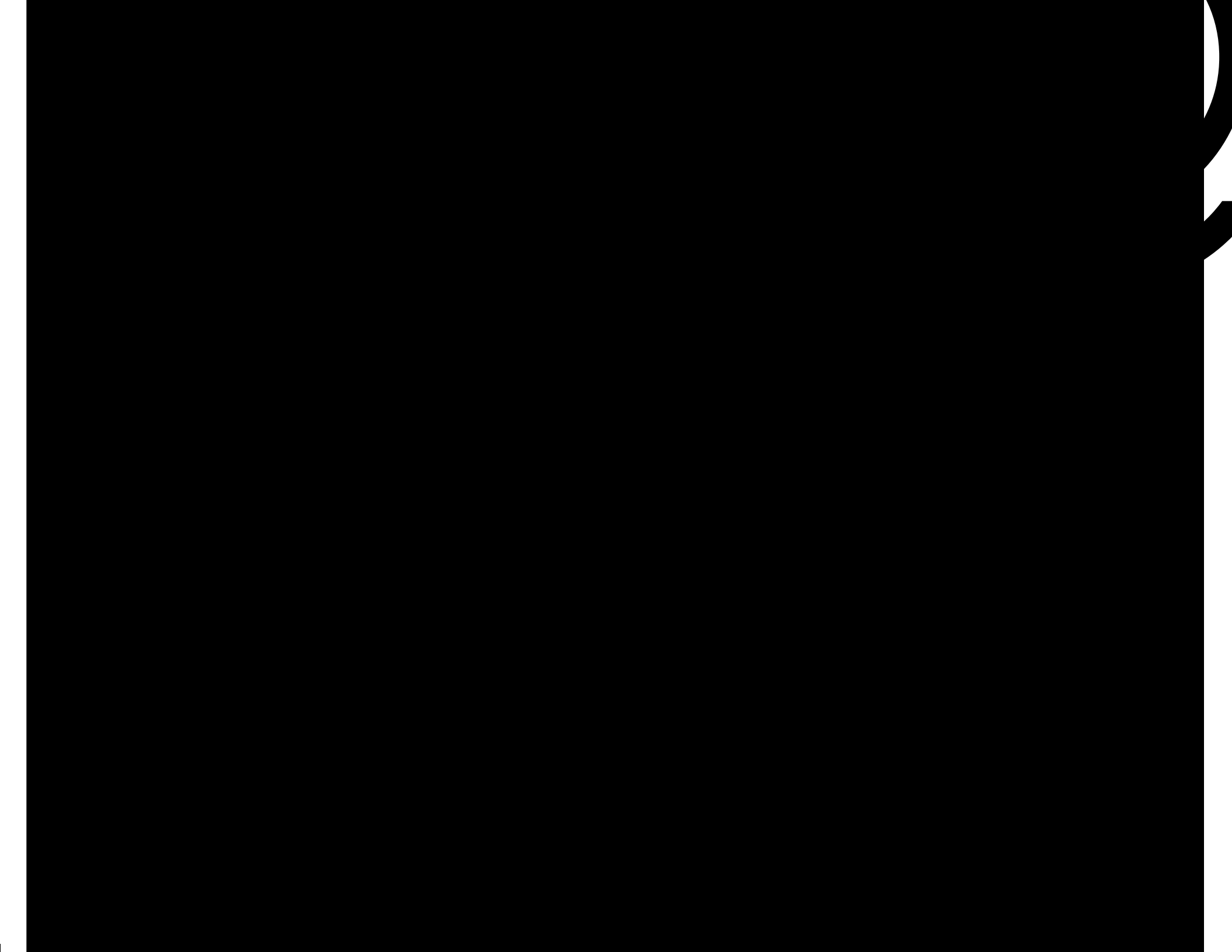
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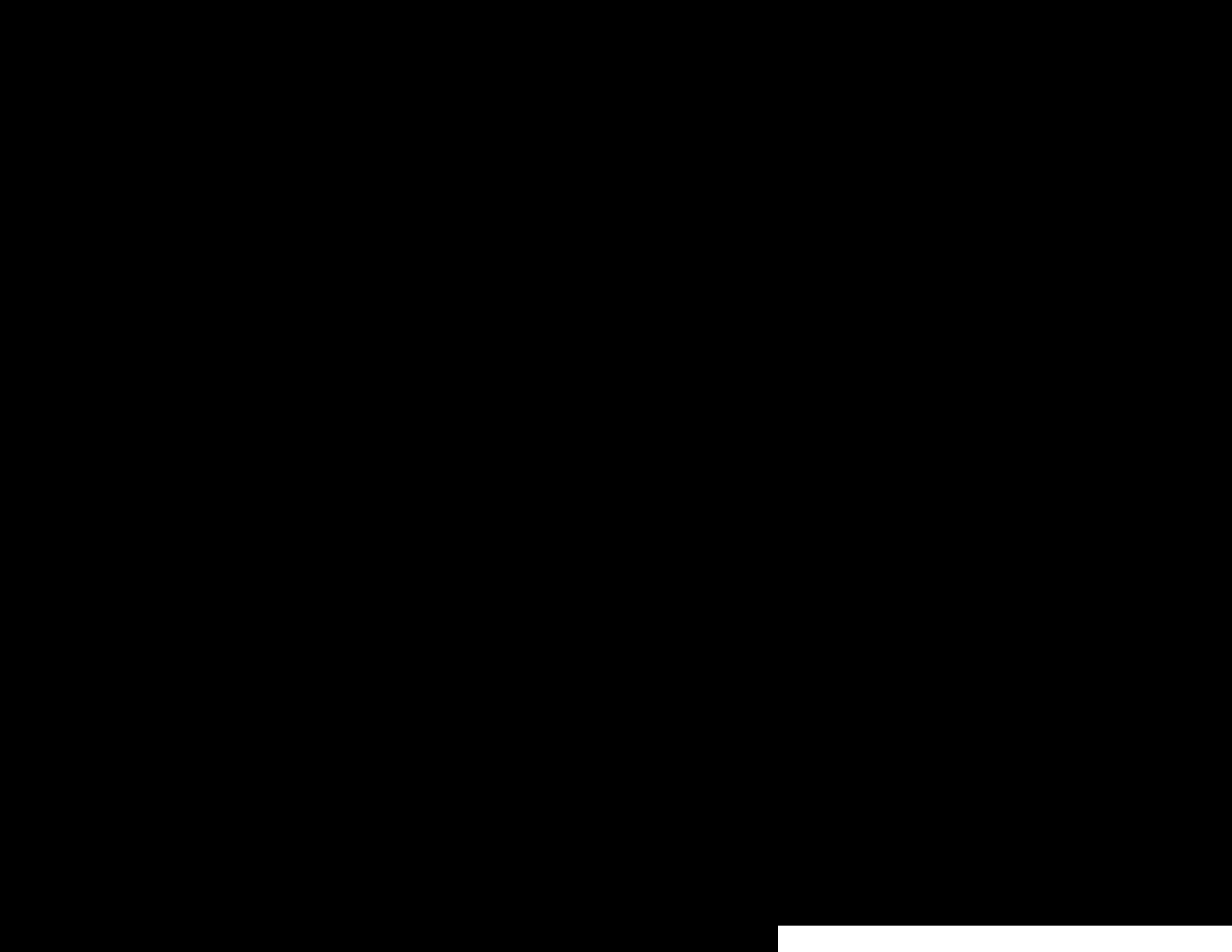
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/LQHV RI 3URJUHVVLRQ 12

7LWOH

3URIHVVRU RI &RPPXQLFDWLRQV

((2 7RWL^{0DOH})HPD(:KLW %ODI+LVSD \$VLD +DZDL^{1DWL},QGLI^{7ZR F}ORUH 0LQRU





:RUNTRUFH \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

3K\VLFDQ 3ODQW

/LQHV RI 3URJUHVVLRQ 12

7LWOH

((2 7RWE^{ODOH})HPD(:KLV %ODI+LVSD \$VLD +DZDL^{1DWL} ,QGLI^{7ZR R}ORUH 0LQRU

37 %XV 'ULYHU

&DPSXV 6HUYLEFH :RUNHU

37 'ULYHU

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3ODQ 'DWH

*OHQYLOOH 6WDWI

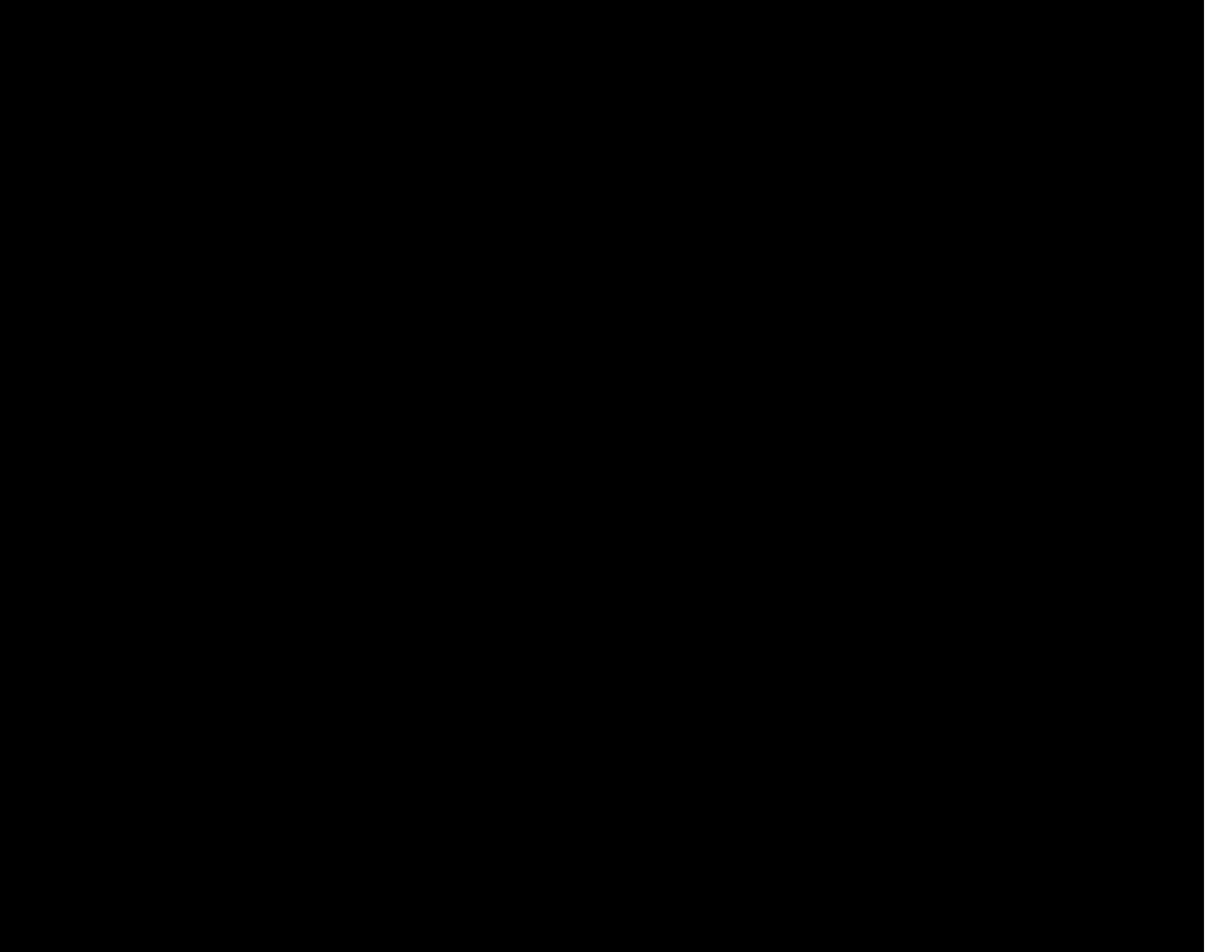
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/LQHV RI 3URJUHVVLRQ 12

7LWOH

'LUHFWRU RI 0HGLD 2SHUDWLRQV

((2 7RWL)^{ODOH}HPD(:KLW %ODI+LVSD \$VLD ^{1DWL}+DZDL ,^{7ZR F}QGLI 0RUH 0LQRU



30DQ 'DWH

:RUNIRUFH \$QDO\VLV

3ODQ 'DWH

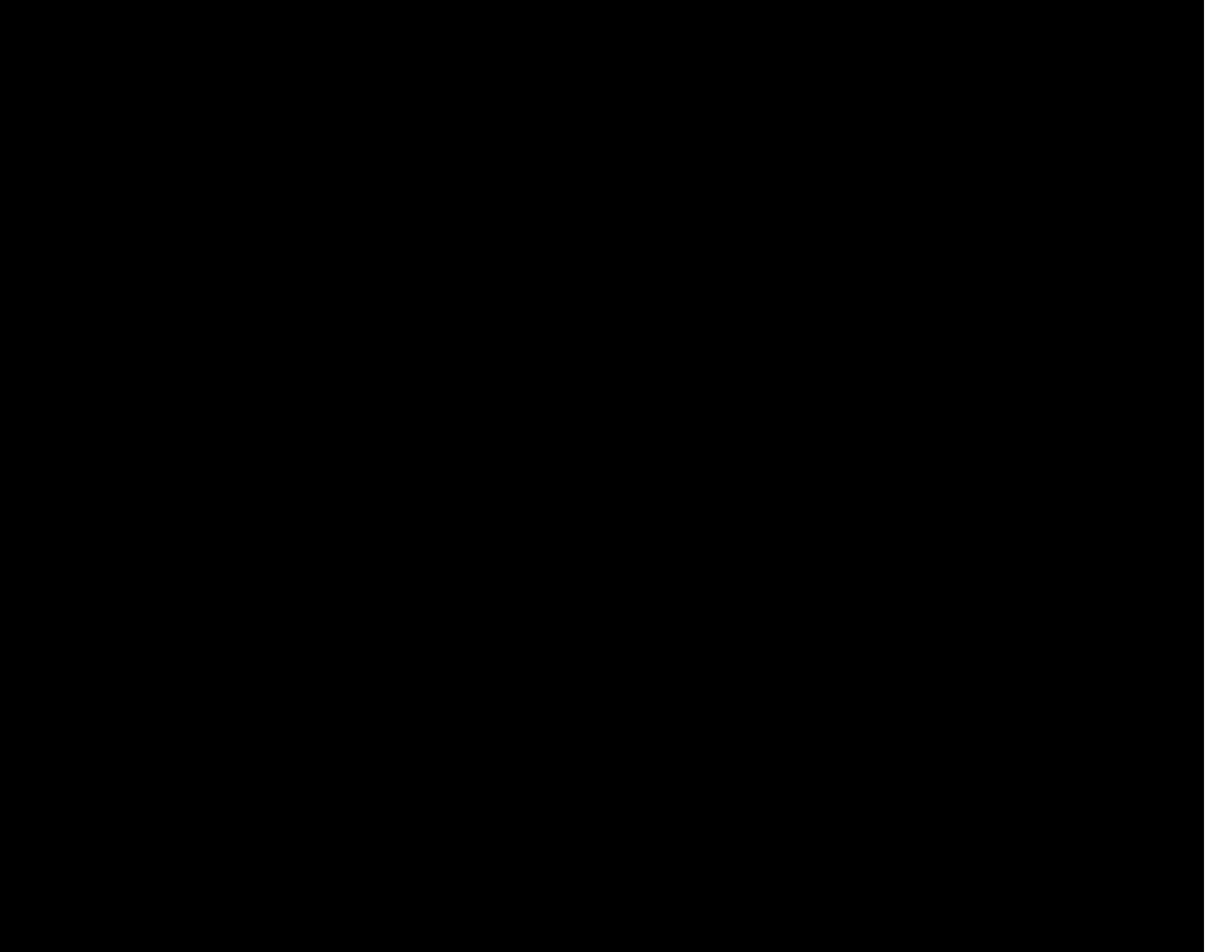
*OHQYLOOH 6WDWI

3XEOLF 6DIHW\

/LQHV RI 3URJUHVVLRQ 12

7LWOH

((2 7RWE^{0DOH})HPD(:KLW %ODI+LVSD \$VLD +DZDL^{1DWL} ,QGLI^{7ZR F}ORUH 0LQRU



:R U N I R U F H \$ Q D O \ V L V

3 O D Q ' D W H

* O H Q Y L O O H 6 W D W I

6 F L H Q F H D Q G 0 D W K

/ L Q H V R I 3 U R J U H V V L R Q 1 2

7 L W O H

((2 7 R W I) ^{0 D O H} H P D (: K L W % O D I + L V S D \$ V L D ^{1 D W L} + D Z D L , Q G L I ^{7 Z R F} 0 R U H 0 L Q R U

\$ G P L Q L V W U D W L Y H 6 H F U H W D U \

+ L G G H Q 3 U R P L V H (/ \$ 0 D W K & R R U G

9 L V L W L Q J , Q V W U X F W R U R I ' H Y H O R S P H Q W D O 0

:RUNIRUFH \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

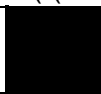
6FLHQFH DQG 0DWK

/LQHV RI 3URJUHVVLRQ 12

7LWOH

((2 7RWL)HPD(:KLW %ODI+LVSD \$VLD +DZDL ,QGLI 0RUH 0LQRU

\$VVRFLDWH 3URIHVVURU RI %LRORJ\ &KDLU



H \$QDO\VLV

*OHQYLOOH 6WDWI

H QFH JUHVVLRQ 12		((2 7RWE	)HPD	:KWL	%ODI	+LVSD	\$VLD	+DZDL	,QGLI	ORUH	0LQRU
LVW 6LQFH											
&RXQVHOLQJ											
O\ 0GOH (GXF											
HFUHWDU\ 6RFLDO 6FLHQ											
VRU RI 3ROLWLFDO 6FLHQ											

:RUNIRUFH \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

:RUNIRUFH \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

6WXGHQW 6XSSRUW 6HUYLEFHV

/LQHV RI 3URJUHVVLRQ 12

7LWOH

((2 7RWI)HPD(:KLW %ODI+LVSD \$VLD +DZDL ,QGLI 0RUH 0LQRU

-RE *URXS \$QDO\VLV

3ODQ 'DWH

([HFXWLYH \$GPLQLVWUDWLYH 0DQ

*OHQYLOOH 6WDWI

:KLW

\$VLD +¹DWL
DZDL

-RE *URXS \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

3URIHVVRUV

7LWOH

7RWL)HPD :KLW %ODI+LVSE \$VLD +DZDL ,QGLI 0RUH 0LQRU

\$VVLVWDQW 3URIHVVRU RI /DQG 6XUYH\LQJ

9LVLWLQJ \$VVLVWDQW 3URIHVVRU RI &ULPLQDO -XV

-RE *URXS \$QDO\VLV

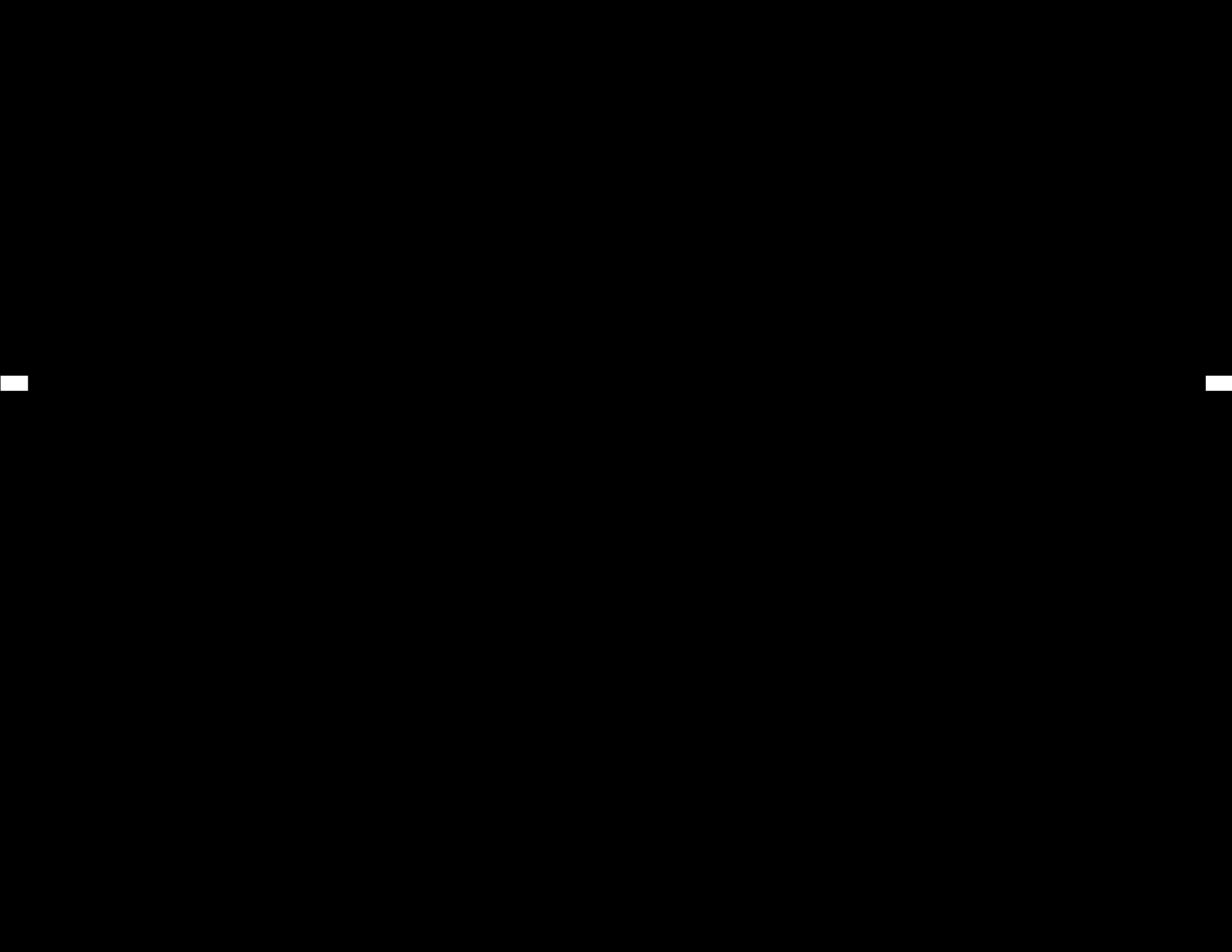
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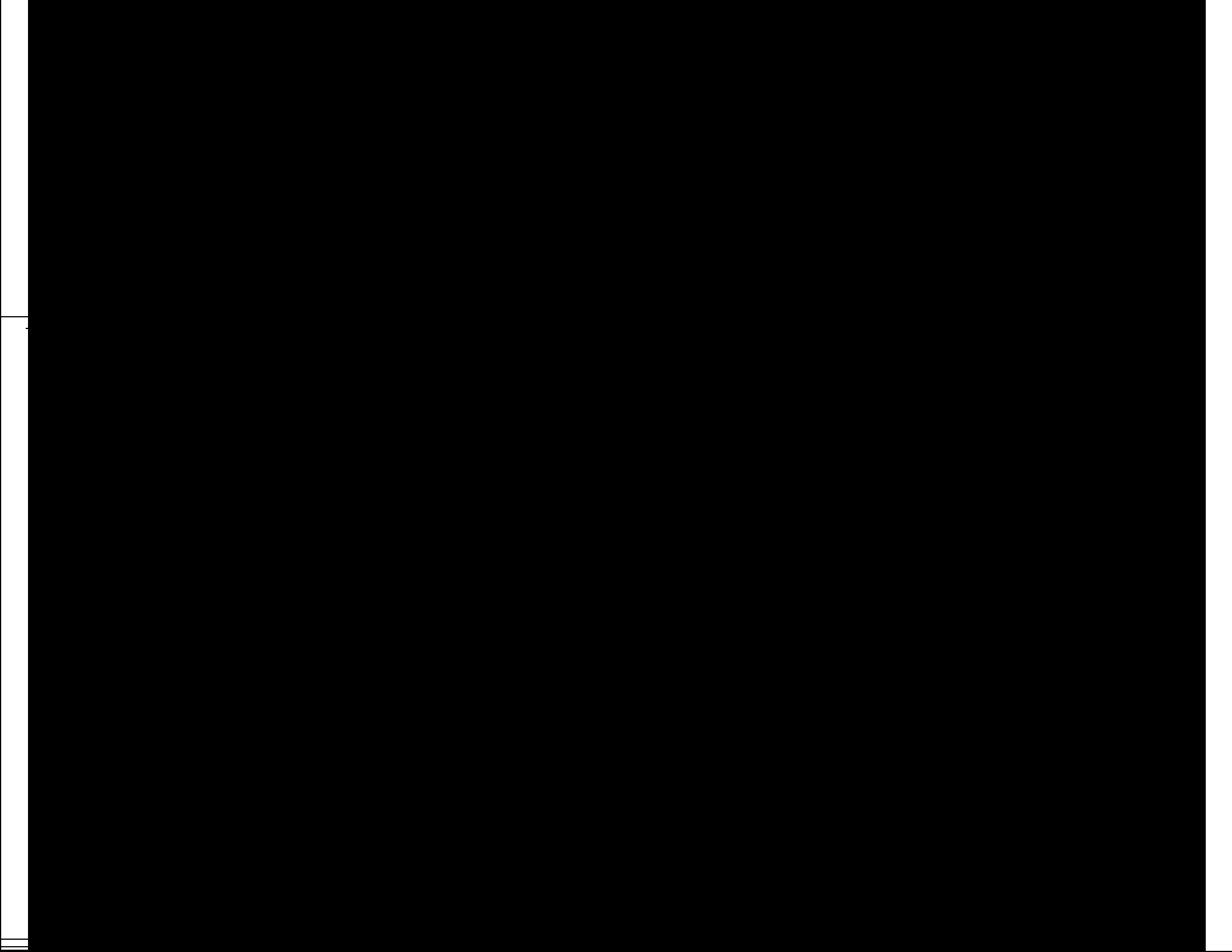
7RWL)HPD(:KLW %ODI

\$VLD +DZDL ,QGLI

0LQRU







-RE *URXS \$QDO\VLV

3ODQ 'DWH

% \$GMXQFW)DFXOW\

*OHQYLOOH 6WDWI

1DWL
+DZDL

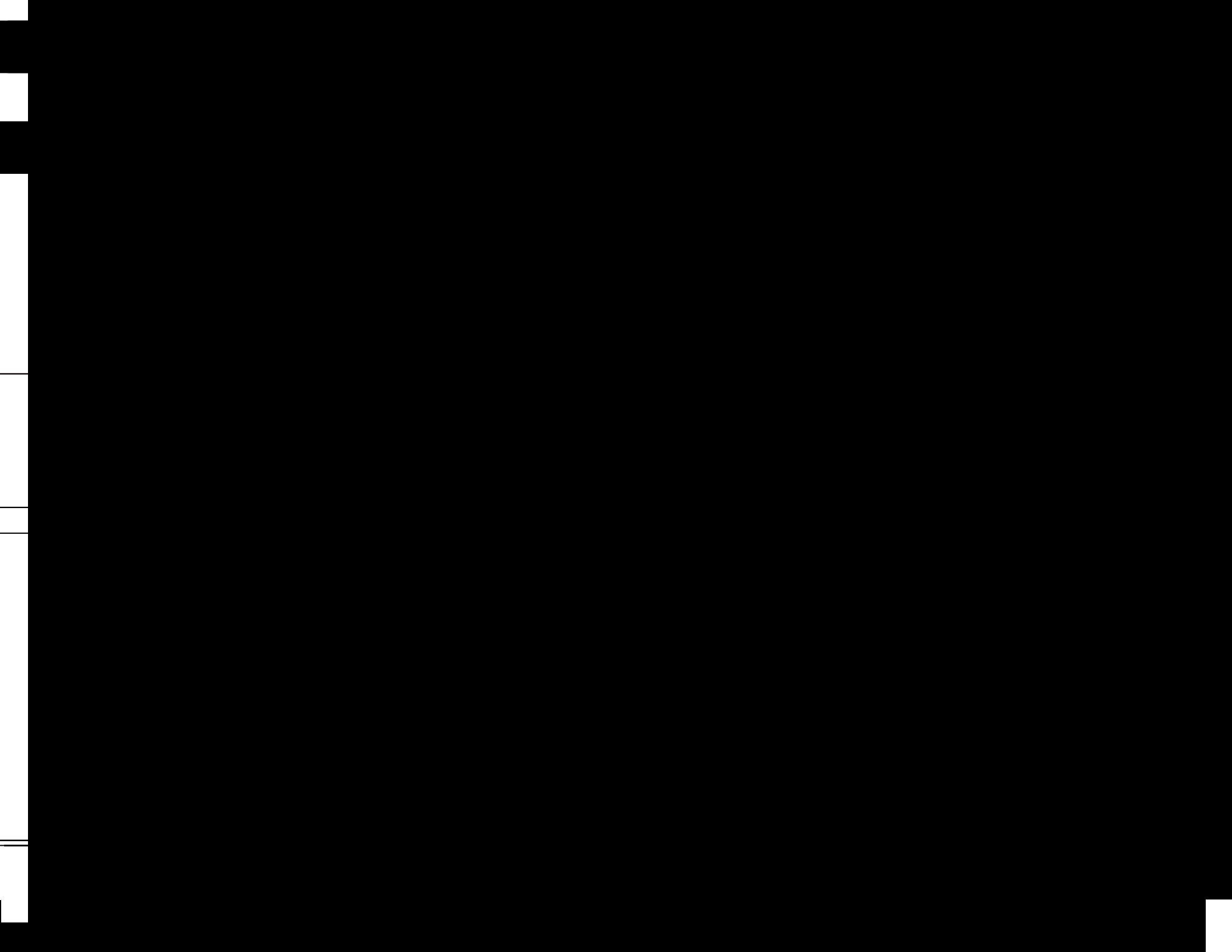
-RE *URXS \$QDO\VLV

*OHQYLOOH 6WDWI

-RE *URXS \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI



-RE *URXS \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

3URIHVVLQRQDO 1RQ)DFXOW\

7LWOH

7RWL)HPD :KLW %ODI+LVSE \$VLD +DZDL ,QGLI 0RUH 0LQRU

\$VVLVWDQW)RRWEDOO &RDFK 2IIHQVLYH &RRUGLQ

6WDII /LEUDULDQ



-RE *URXS \$QDO\VLV

3ODQ 'DWH

*OHQYLOOH 6WDWI

3URIHVVLQRQDO 1RQ)DFXOW\

7LWOH	7RWL	ODOH	)HPD	:KLW	%ODI	+LVSE	\$VLD	1DWL	+DZDL	,QGLI	7ZR F	0LQRU
\$FDGHPLF &RRUGLQDWRU												
5HJLVWUDU HII												
3URIHVVLQRQDO &RXQVHORU												
+HDG :RPHQ V %DVNHWEDOO &RDFK												
\$VVLVWDQW 9LFH 3UHVLGHQW IRU &ROOHJH \$GYDQ												
+HDG)RRWEDOO &RDFK												

-RE *URXS \$QDO\VLV

3ODQ 'DWH

&OHULFDO DQG 6HFUHWLDO

*OHQYLOOH 6WDWI

1DWL

-RE *URXS \$QDO\VL

3ODQ 'DWH

*OHQYLOOH 6WDWI

6HUFLFH 0DLQWHQDQFH

7LWOH

7RWL)HPD :KLW %ODI+LVSE \$VLD +DZDL ,QGLI 0RUH 0LQRU

7UDGHV 6SHFLDOLVW ,

&DPSXV 3ROLFH 2IILFHU 6HQLRU

37 0DLQWHQDQFH +HOSHU

3K\VLFD 3ODQW +HOSHU



Availability Analysis

&RQWUDFWRUV DQ/G FRRYQW H B F)M B QV D D Q I V L Y U G X J D
JURXSV DUH WKHQ UHTXLODHEGL OLRW GQRV ZIBQ R Q H D A
MRE JURXSV &) 5 † LV D S S V B F I Q W B L J H L W A
DQG PLQRULWLHV O Z K R U K D X H B W M G K W A M B B V I R I W K L G
GHWHUPLQH WKH DYDLODE R U O L D V H S H U H F X Q W H D G H W
IDFWRUV UHIO H O F L W L Q R J X W W K H L O F M W L K O F D E B R U N I R U F
WKH LPPHGLDWH ODERUXD W F B Q R V D U H H D V R O D D E G O H
DYDLODELOLW\ LQVLGHU W K R U F R Q W X J D K V R U S I V R S Z
DYDLODEOH E\ WRLOD Q R U H W U S I U R I P R J W L S & F R Q Q V O U D U F H
FXUUHQW 8 6 & H Q V X V G V D H V D Q D V R T G Y H Y L H O D R E S L O M K W H
ZRUNIRUFH QXPEHUV WR D G Y H Y L H O D R E S L O M K W H L I D F L V Q R V
LQWHUQDO IDF W G @ W H D Q @ E X K Z H G @ B D W M O @ F P V E B E D V E I P D O

Availability Analysis

Plan Date 05/01/2017

Glenville State College

T - Executive/Administrative/Managerial

Factor	Description	Raw Statistics (%)			Weighted Factor (%)		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority	Female		
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	24	48	95	23	46	For Census 2000 for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the	7	38	5	0		For Census 2000 Job Groups that constitute	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.

Availability Analysis

Plan Date 05/01/2017

Glenville State College

1 - Executive/Administrative/Managerial

Factor 1: External Availability

External Availability from the RRA

Census Codes used for RRA		Value	Raw Statistics (%)	
Census Codes used for RRA			Minority	Female
United States		1		

0100 Administrative services managers

Availability Analysis

Plan Date 05/01/2017

Glenville State College

1 - Executive/Administrative/Managerial

Factor 2: Internal Availability

Source Description	Raw Statistics (%)		Value	Weighted Factor (%)	
	Minority	PCmale		Weight	Minority	PCmale
3 - Professional Non-Faculty	13	36	1		
2A - Instructors/Lecturers	0	44	1		
Final Statistics for Internal Availability	7	38	5%	0	2

RRA = Reasonable Recruitment Area

Availability Analysis

Plan Date 05/01/2017

Glenville State College

Factor	Description	Raw Statistics (%)		Weighted Factor (%)		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority			Female
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.			24		2015 Census 210-0000000 for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.

Availability Analysis

Plan Date 05/01/2017

Glenville State College

2 - Professors

Factor 1: External Availability

External Availability from the RRA

Census Codes used for RRA		Value			
United States		1	Raw Statistics (%)		
Census Codes used for RRA			Minority	Female	Value
I009 A&S--Humanities - All Units			16	54	1
I016 A&S--Natural Science - All Units					

Availability Analysis

Plan Date 05/01/2017

Glenville State College

2 - Professors

	Raw Statistics (%)			Weighted Factor (%)	
	Minority	PCMAAC	Weight	Minority	PCMAAC
Final Statistics for External Availability	24	53	100%	74	88

RRA = Reasonable Recruitment Area

Availability Analysis

Plan Date 05/01/2017

Glenville State College

2A - Instructors/Lecturers

Factor	Description	Raw Statistics (%)			Weighted Factor (%)		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority	Female		
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	14	44	98	14	43	[REDACTED] for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the	13	56				[REDACTED] Job Groups that constitute	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.

Availability Analysis

Plan Date 05/01/2017

Glenville State College

~~ZA - Instructors/Lecturers~~

Factor 1: External Availability

External Availability from the RRA

Census Codes used for RRA		Value			
Harrison+Taylor		7			
Census Codes used for RRA			Raw Statistics (%)		
			Minority	Female	Value
2200 Postsecondary teachers			0	22	9
Barbour+Pocahontas+Randolph+Tucker		9			
Census Codes used for RRA			Raw Statistics (%)		
			Minority	Female	Value
2200 Postsecondary teachers			3	48	9
Charleston WV		13			
Census Codes used for RRA			Raw Statistics (%)		
			Minority	Female	Value
2200 Postsecondary teachers			6	44	9
Jackson and nearby counties					

Availability Analysis

Plan Date 05/01/2017

Glenville State College

2A - Instructors/Lecturers					
Census Codes used for RRA		Value			
Braxton+Gilmer+Lewis+Upshur		190			
Census Codes used for RRA		Raw Statistics (%)		Value	
Minority	Female				
2200 Postsecondary teachers	17	46	9		
Final Statistics for External Availability		Raw Statistics (%)		Weight	Weighted Factor (%)
Minority	Female	Weight	Minority	Female	
	14	44	98%	14	

Availability Analysis

Plan Date 05/01/2017

Glenville State College

2B - Adjunct Faculty

Factor	Description	Raw Statistics (%)		Weight	Weighted Factor (%)		Source of Statistics	Reason for Weighting
		Minority	Female		Minority	Female		

1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.						Long-term employment for appropriate Occupational Titles. See supporting	
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Availability Analysis

Plan Date 05/01/2017

Glenville State College

2B - Adjunct Faculty

Factor 1: External Availability

External Availability from the RRA

Census Codes used for RRA		Value			
Harrison+Taylor		7			
Census Codes used for RRA			Raw Statistics (%)		
			Minority	Female	Value
2200 Postsecondary teachers			0	22	24
Barbour+Pocahontas+Randolph+Tucker		9			
Census Codes used for RRA			Raw Statistics (%)		
			Minority	Female	Value
2200 Postsecondary teachers			3		

Availability Analysis

Plan Date 05/01/2017

Glenville State College

2B - Adjunct Faculty						
Census Codes used for RRA		Value				
Braxton+Gilmer+Lewis+Upshur		190				
Census Codes used for RRA		Raw Statistics (%)		Value		
		Minority	Female			
2200 Postsecondary teachers		17	46	24		
		Raw Statistics (%)		Weight	Weighted Factor (%)	
		Minority	Female		Minority	Female
Final Statistics for External Availability		14	44	98%	14	43
Factor 2: Internal Availability						
Source Description		Raw Statistics (%)		Value		
		Minority	Female			
3 - Professional Non-Faculty		13	36	1		
		Raw Statistics (%)		Weight	Weighted Factor (%)	
		Minority	Female		Minority	Female
Final Statistics for Internal Availability						

Availability Analysis

Plan Date 05/01/2017

Glenville State College

3 - Professional Non-Faculty

Factor	Description	<u>Raw Statistics (%)</u>		<u>Weighted Factor (%)</u>		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority			Female

Availability Analysis

Availability Analysis

Plan Date 05/01/2017

Glenville State College

3 - Professional Non-Faculty

UNCLASSIFIED//FOR OFFICIAL USE ONLY	Value
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Harrison+Taylor	
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Availability Analysis

Availability Analysis

Plan Date 05/01/2017

Glenville State College

3 - Professional Non-Faculty

Census Codes used for RRA	Value
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Charleston WV	13
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Census Codes used for RRA	Raw Statistics (%)		Value
	Minority	Female	

	18	0	2
1107 Computer occupations, all other	11	30	1
2000 Counselors	19	82	11
2430 Librarians	16	69	1
2550 Other education, training, and library workers			

Availability Analysis

Plan Date 05/01/2017

Glenville State College

3 - Professional Non-Faculty					
Census Codes used for RRA		Value			
Jackson and Nearby Counties		23			
Census Codes used for RRA		Raw Statistics (%)		Value	
		Minority	Female		
0120	Financial managers	0	68	1	
0230	Education administrators	0	42	2	
0740	Business operations specialists, all other	0	75	2	
0800	Accountants and auditors	0	55	3	
	0900 Personnel and training specialists	0	100	3	
1020	Software developers, applications and systems software	0	100	1	
1050	Computer support specialists	0	0	1	
	1100 Information systems managers	0	0	2	
2000	Counselors	0	48	11	
2430	Librarians	0	100	1	
2550	Other education, training, and library workers	0	100	8	
2860	Miscellaneous media and communication workers	0	31	2	
3060	Physicians and surgeons	0	0	1	
3535	Miscellaneous health technologists and technicians	0	0	3	
4620	Recreation and fitness workers	0	100	1	
4640	Residential advisors	0	0	1	

RRA = Reasonable Recruitment Area

Availability Analysis

Plan Date 05/01/2017

Glenville State College

3 - Professional Non-Faculty

Census Codes for RRA		Value	Raw Statistics (%)		Value
Census Codes used for RRA			Minority	Female	
Jackson and Nearby Counties	23		0	0	
5800 Computer operators					

Availability Analysis

Plan Date 05/01/2017

Glenville State College

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Availability Analysis

Plan Date 05/01/2017

Glenville State College

3 - Professional Non-Faculty

Factor 2: Internal Availability

Source Description	Raw Statistics (%)		Value
	Minority	Female	
4 - Clerical and Secretarial	0		

Availability Analysis

Plan Date 05/01/2017

Glenville State College

4 - Clerical and Secretarial

Factor	Description	Raw Statistics (%)			Weighted Factor (%)		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority	Female		
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	3	89	70	2	2015 Census 210 Occupations for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.	

Availability Analysis

Plan Date 05/01/2017

Glenville State College

4 - Clerical and Secretarial

Factor 1: External Availability

External Availability from the RRA

Census Codes used for RRA		Value			
Harrison+Taylor		7			
Census Codes used for RRA			Raw Statistics (%)		Value
			Minority	Female	
5360 Human resources assistants, except payroll and timekeeping			0	100	1
5420 Information and record clerks, all other			0	100	2
5540 Postal service clerks			0	10	1
5700 Secretaries and administrative assistants			0	97	15
5940 Miscellaneous office and administrative support workers, in					

Availability Analysis

Plan Date 05/01/2017

Glenville State College

4 - Clerical and Secretarial

Unmarried wv	13			
Census Codes used for RRA		Raw Statistics (%)		Value
		Minority	Female	

5165 Financial clerks, all other	57	71	1
5320 Library assistants, clerical	0		

Availability Analysis

Plan Date 05/01/2017

Glenville State College

4 - Clerical and Secretarial

Braxton+Gilmer+Lewis+Upshur		190			
Census Codes used for RRA			Raw Statistics (%)		
			Minority	Female	Value

5165 Financial clerks, all other	0	100	1
5320 Library assistants, clerical			

Availability Analysis

Plan Date 05/01/2017

Glenville State College

5 - Technical and Paraprofessional

Factor	Description	Raw Statistics (%)		Weight	Weighted Factor (%)		Source of Statistics	Reason for Weighting
		Minority	Female		Minority	Female		

1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.							
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Availability Analysis

Plan Date 05/01/2017

Glenville State College

~~5 Technical and Paraprofessional~~

Factor 1: External Availability

External Availability from the RRA

Census Codes for RRA		Value	
Harrison+Taylor		7	Raw Statistics (%)
Census Codes used for RRA			

Availability Analysis

Plan Date 05/01/2017

Glenville State College

~~5 Technical and Paraprofessional~~

Census Codes used for RRA	Value
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Charleston WV	13
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Census Codes used for RRA	Raw Statistics (%)		Value
	Minority	Female	

5120 Bookkeeping, accounting, and auditing clerks	8	87	
---	---	----	--

Availability Analysis

Plan Date 05/01/2017

Glenville State College

~~5 Technical and Paraprofessional~~

Census Codes used for RRA	Value
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Braxton+Gilmer+Lewis+Upshur	190
-----------------------------	-----

Census Codes used for RRA	Raw Statistics (%)		Value
	Minority	Female	

5120 Bookkeeping, accounting, and auditing clerks	0	98	4
5320 Library assistants, clerical	0	100	2
5940 Miscellaneous office and administrative support workers, inc	0		

Availability Analysis

Plan Date 05/01/2017

Glenville State College

6 - Skilled Crafts

Factor	Description	Raw Statistics (%)			Weighted Factor (%)		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority	Female		
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	0	7	60	0	4	[REDACTED] for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the	0	0	10			[REDACTED] Job Groups that constitute	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.

Availability Analysis

Plan Date 05/01/2017

Glenville State College

6 - Skilled Crafts

Factor 1: External Availability

External Availability from the RRA

Availability Analysis

Plan Date 05/01/2017

Glenville State College

6 - Skilled Crafts		
Census Codes used for RRA	Value	
Braxton+Gilmer+Lewis+Upshur	190	
Census Codes used for RRA		Raw Statistics (%) Minority Female Value
7340 Maintenance and repair workers, general		0

Availability Analysis

Plan Date 05/01/2017

Glenville State College

7 - Service/Maintenance

Factor	Description	Raw Statistics (%)			Weighted Factor (%)		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority	Female		
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	1	24	90	1	2015 Census Data for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.	

Availability Analysis

Plan Date 05/01/2017

Glenville State College

~~Service/Maintenance~~

Factor 1: External Availability

External Availability from the RRA

Census Codes used for RRA		Value			
Harrison+Taylor		7			
Census Codes used for RRA			Raw Statistics (%)		
			Minority	Female	Value
3850	Police officers		0	9	2
3930	Security guards and gaming surveillance officers		2	20	6
4220	Janitors and building cleaners		0	26	17
5540	Postal service clerks		0	10	1
7340	Maintenance and repair workers, general		0	0	6
7610	Helpers--installation, maintenance, and repair workers		0	0	10
9130	Driver/sales workers and truck drivers		2	6	5
Barbour+Pocahontas+Randolph+Tucker		9			
Census Codes used for RRA			Raw Statistics (%)		
			Minority	Female	Value
3850	Police officers		0	0	2
3930	Security guards and gaming surveillance officers		0	22	6
4220	Janitors and building cleaners		1	34	17
5540	Postal service clerks		0	30	

Availability Analysis

Plan Date 05/01/2017

Glenville State College

I - Service/Maintenance		
Unarrested	13	
Census Codes used for RRA	Raw Statistics (%)	
	Minority	Value
3850 Police officers		13

Availability Analysis

Plan Date 05/01/2017

Glenville State College

Census Codes used for RRA				
				Value
Jackson and Nearby Counties				23
Census Codes used for RRA				Raw Statistics (%)
				Minority Female Value
7610 Helpers--installation, maintenance, and repair workers				0 0 10
9130 Driver/sales workers and truck drivers				6 6 5
Braxton+Gilmer+Lewis+Upshur				190
Census Codes used for RRA				Raw Statistics (%)

Availability Analysis

Plan Date 05/01/2017

Glenville State College

<i>I - Service/Maintenance</i>					
Factor 2: Internal Availability					
Source Description	Raw Statistics (%)		Value		
	Minority	Female			
<i>I - Service/Maintenance</i>	2	42	1		
	Raw Statistics (%)		Weight	Weighted Factor (%)	
	Minority	Female		Minority	Female
Final Statistics for Internal Availability	2	42	10%	0	

Placement Goals

&RQWUDFWRUV DQG VXE FVRIQHW SIDU FVROUUDRUVXIV FV/ FDE
HDFK MRE JURXS ZLWK WKNHR EYJLROXDSEV OLVWF D Q E
&) 5 † WR : KHH Q IWKLHQ S H UWH Q W R U
LV OHVV WKDQ ZRXOG EH UHDVQRDEO\ H[SHF\
UHTXLUHG WR HVWDEOLVK DSOVDF HPHLUQWH DRVD QV
REMHFWLYHV WR PHDVXLUHY LSQRJ HUH D O W M R S D R Q V
&) 5 †

&RQWUDFWRUV PDI FXVW KDR QX FVERIKGHUWMM KIP IL Q HD EV
SHUFHQWDJH RI PLQRU LOWRZHJU DVQIGD R UZ RFXODGO HUV
LQFOXGLQJ WKH QHHG WR VHW D SODFHPHQW JI
DYDLODELOLDVQ GS HVKFFH E FSDQ R \ P HQFWW SIDU FVROUUDRUV
SHUFHQW RI FDOFXODWHG DYDLO DELOLDVWLRQ
GLIIHUHQFH EHWZHHQ WKSHO B FVHXQVQ DVQ Q WHQ S/H FV
UHDVQRDEOH PHWKR GP ODVD S B Q U HDV ILW D F FXHSLW E

Placement goals DUH HVWDEOELW Q W G JDIV HT XSHU WR WKH
VHUYH DV REMMFWLDYHR/QDUE OV DDQ W VRLI QDSESOH LEQ J P
HIIRUW WR PDNH DOOI DV S B FVWLY HR D FVKEHR Q QSULRUH

Although a contractor is required to make good faith efforts to meet its goals, the goals are not allowed under law to be quotas (with the exception of a few circumstances, such as when there is a court order to remedy prior unlawful discrimination.)

Progress Toward Goals Report

Contractors and subcontractors must maintain its current affirmative action plan (AAP) and documentation of good faith efforts, and must preserve its AAP and documentation of good faith efforts for the immediately preceding AAP year. 41 C.F.R. § 60-1.12 (b).

One of the key components to the effective implementation of an AAP is the acknowledgement of progress toward the goals established in the utilization analysis of the preceding year. As such, this is one of the items requested by OFCCP during a routine compliance evaluation.

To compare progress toward goals, the contractor must measure the employment activity that has occurred during the plan year. The variable here is opportunities which are defined by OFCCP as total placements (hires plus promotions) into the job group.

Disparity Analysis

&RQWUDFWRUV DQGHVXEFKQWHLGFWRRUQ/FOXGH SI
KLUHV WHUPLQDWLRQVKHSU\$PIRWBRQYODDQFWDR
WKHUH DUH VHOHFWRQ GLVSDULWLVHV

7KH 'LVSDULW\ \$QDOXUM LMKD WRBVLWV LFFDDV U
VHOHFWHG JURXSV 7KQWLRQDWRZLQHWKHSRWKHLK

*OHQYLOOH 6WDWI

'LVSDULW\ \$QDO\VLV +L

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WKURXJK \$SULO

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3URIHVVLQRQDO 1RQ)DF

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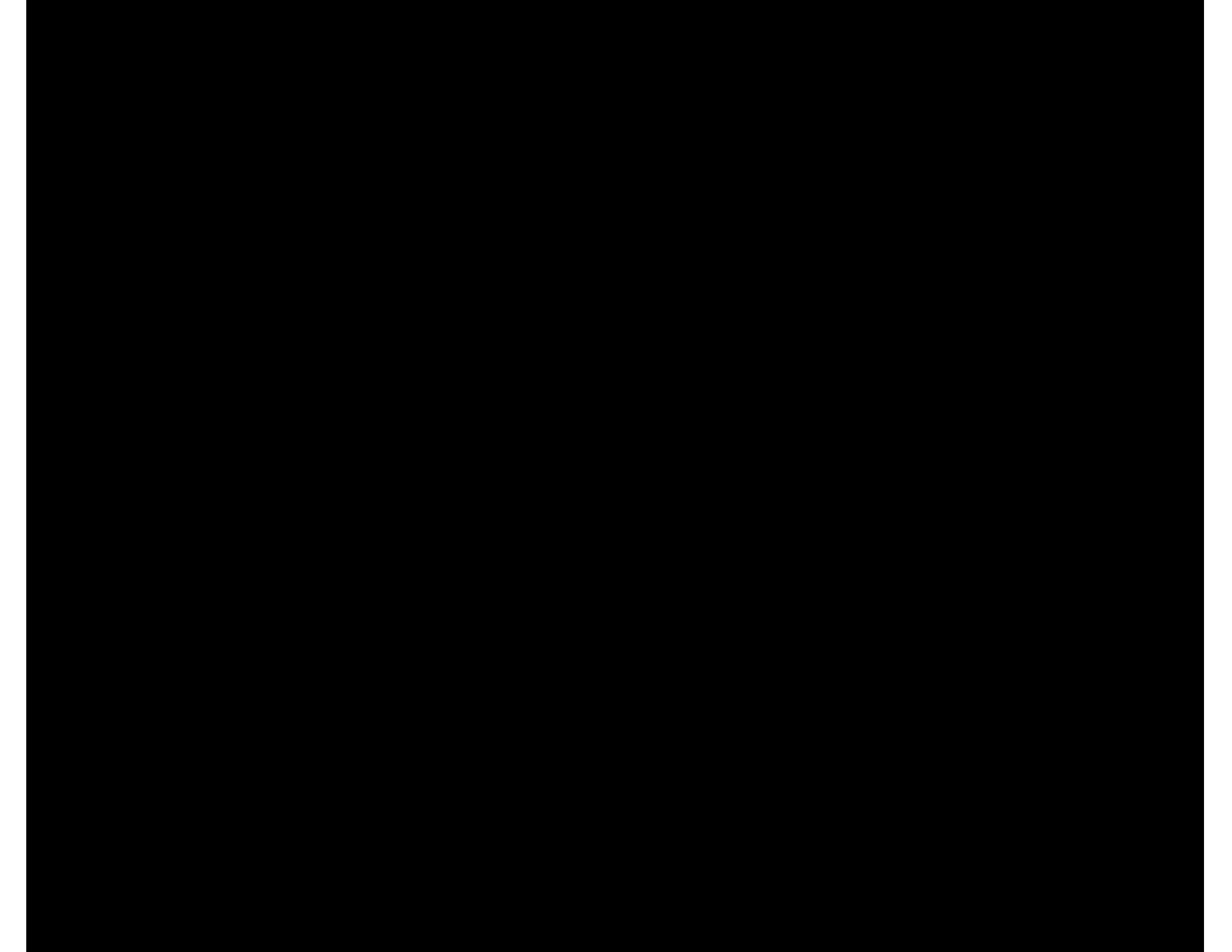
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ODOH YV)HPDOH											1R
%ODFN YV :KLWH											1R
+LVSDQLF YV :KLWH											1R
\$VLDQ YV :KLWH											1R
\$P ,QGLDQ YV :KLWH								1 \$		1 \$	1R
+DZDLLDQ YV :KLWH								1 \$		1 \$	1R
7ZR RU 0RUH YV :KLWH								1 \$		1 \$	1R

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WKURXJK \$SULO

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								1 \$		1 \$	1R

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1RQ)DYRUHG YV)DYRUHG & LRUHG	7RWD 7HUP'	7RWD 3RRO	1RQ)DYRU 7HUP'	1RQ)DYRU 3RRO)DYRU 7HUP\)DYRU 3RRO	1RQ)DYR 6HOHFWL 5DWH
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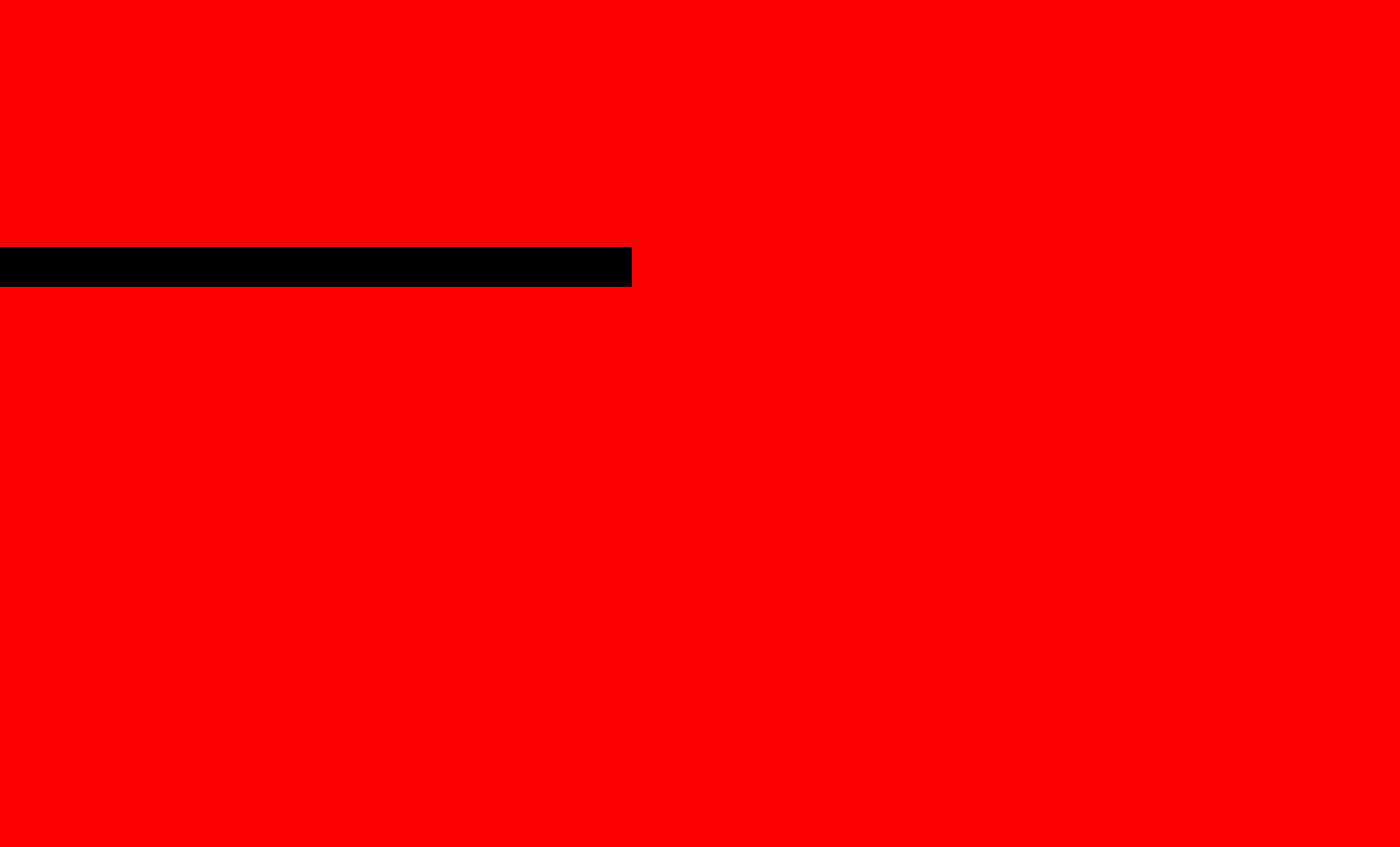
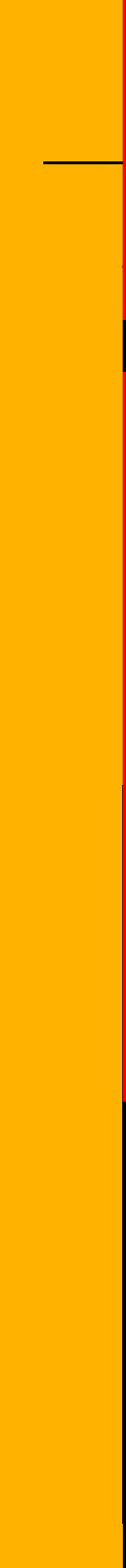
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'DWH 5DQJH 0D\

WKURXJK \$SULO

*OHQYLOOH 6WDWI

&OHULFDO DQG 6HFUHWLUL										
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)HPDOH YV 0DOH										1R
%ODFN YV :KLWH							1 \$		1 \$	1R
+LVSDQLF YV :KLWH							1 \$		1 \$	1R
\$VLDQ YV :KLWH							1 \$		1 \$	1R
\$P ,QGLDQ YV :KLWH										1R
+DZDLLDQ YV :KLWH							1 \$		1 \$	1R



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WI

LW

'LVSDULW\ \$QDO\VLV 7H

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*OHQYLOOH 6WDWI

6HUYLEFH 0DLQWHQDQFH

1RQ)DYRUHG YV)DYRUHG

7RWD
7HUP'

7RWD
3RRO

1RQ)DYRU
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1RQ)DYRU
3RRO

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1RQ)DYR
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A???? ???? A???? P????? ???

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Glenville State College

Glennville State College

AFFIRMATIVE ACTION PROGRAM FOR PROTECTED VETERANS

May 1, 2017 through April 30, 2018
Plan Year

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*OHQYLQVHI600D\$\$3 DEVHQQ WKH GDWD PHWUNL DVYDLHOTI
LQVSHFWLRQ XDSRQWHTORFDWLRQ DQG GXULQ*JOMQYHLQ
HVWDEOLVKPHQW >RU GX@LVDJQMU@VHUKZBDONLHQJRXKH

Definitions.)RU WKH SXUSRVVWKRWWKPEV9\$UBWVHVKHGH
DFFRUGLQJ WR WKH 9(95\$\$ UHJXODWLRQV

\$FWLYH 'XW\ :DUWLPH RU &PFDQVJD Y%DVGHUVDGVRKQD
WKH 8PLOLWDU\ JURXQG QDYDO RU DLU VHUYLFHR
ZKLFK D FDPSDLJQ EDGJH KDV EHHQ DXWKRULJHG
'HSDUWPHQW RI 'HIHQVH

\$UPHG)RUFHV 6HUYLPH 0HGDO 9HWHUDQ PHDQV DC

Review of Personnel Processes

41 C.F.R. § 300.44(b)

* OHQYLOOH 6WDWH HQVXUHV LWV SHUVRQQHC
V\ VWHPDWLF FRQVLGHUDWLRQ RI WKH MREZKRD
NQR SURWHYFWHFRUQ MREHYDFDOOFLG HLWKHU E\ KL
DOO WUDWXLQJWRSSRUJIIHUG RU DYDLODEOH

* OHQYLOOH 6WDWKDWDZKRQDVSURWHFWHG YHWI
RSSRUWXQHLW\H\O\H\O\H\O\H\O\H\O\ RQ WKDWKDSRPLC
UHFRUG LQFOXGLQJ KLV RU KHU GLVFKDUJH
RSSRUWXQLW\ LQ LVVXH

* OHQYLOOH 6WDWH LWQW SHUVRQQHO SURWHYFWH
LQ D PDQQHU ZKLFK OLPELWVRWKZKILU KD WKHVDWR

* OHQYLOOSHUVRQWFDQO\ UHYLHZV VXFK SURF
PRGLLFDWLRQV WR HQVXUH WKDW WKHVH REOL

GHVFULSWLRQ RI WKH DFFRPPRGDWLRQ 7KF
UHFRUG LQ DFFRUGDQFH ZLWK † G

Reasonable Accommodation
41 C.F.R. §41 C.F.R. §60300.44(d)

External Dissemination of Policy, Outreach, and Positive Recruitment
41 C.F.R. §300.44(f)

* O H Q Y L O V H Q 6 W D Z W H W W H Q Q R W L I L F D W L R Q R I L W V

Audit and Reporting System

DIILUPDWLYH DFWLRQ WR HPSOR\ DQG DGYDQ
DSSOLFDQWV ZKR DUH SURWHFWHG YHWHUDQV

F (QVXULQJ *OHQYLOOH 6WDWH RU HPSOR\HHV 2
SURLGHG WKH QRWLFH LQ D IRUP WKDW LV [
DSSOLFDQW RU HPSOR\HH H J SURYLGLQJ %L
SRVWLQJ D FRS\ RI WKH QRWLFH DW D ORZHU
ZKHQ DFKZKHQ DQ DSSOLFDQW RU HPSOR\HH UH
RU ZKHQ *OHQYLOOH 6WDWH NQRZV WKDW DQ D
EHFDXVH RI D GLVDELOLW\ *OHQYLOOH 6WDW
HPSOR\HH ZKR LV D GLVDEOHG YHWHUDQ LQ RV
UHFRUGLQJ DV ORQJ DV WKH IRUPDW SURYLGH
WR DFFHVV WKH FRQWHQWV RI D SRVWHU

G (QVXULQJ WKDW ZLWK DQVZKR FRVWR WPZSRNHDV
R*OHQYLOOH 6WDWH DQVZKR FRVWR WPZSRNHDV
LQ DQ HOHFWURQLF IRUP DV OSURYLGLQJ FRVWR
FRPSXWHUV WKDW FDFRQLFFSRVWLQH MCHQYK
KDV DFWXDO NQRZOHGJH WKDW VXFK HPSOR\HH
SRVWHG QRWLFHV

H (QVXULQJ HOHFWURQLF QRWLFHV IRU HPSOR\H
IRUPDW RQ *OHQYLOOH 6WDWH VHQW E\ HOHF
HOHFWURQLF SRVWLQJ LV XVHG E\ *OHQYLOOH
*OHQYLOOH 6WDWH XWLOLJHV DQ HOHFWURQLF
DUH FRQVSLFXRXVO\ VWRUHG ZLWK RU DV SDU'

I (QVXULQJ WKDW WR WKH H[WHQW WKLW UHTXL
6WDWH QRWLILHV ODERU RUJDQL]DWLRQV RI L
J

J (QVXULQJ *OHQYLOOH 6WDWH LQFOXGHV WKH S
SXUFKDVH RUGHU LQ XQFHWW RI HPSWHG E\ WKH
RI WKH 6HFUHWDU\ RI /\$SRVRSXUDXDWQVFRS 9R9
XSRQKHDXEFRQWUDFWRGRHJUWKHQVHU PV DQ5 F
D

K (QVXULQJ WKDW DOO VROLFLWDWLRQV RU DGYH
*OHQYLOOH 6WDWH VWDWH WKDW DOO TXDO
HPSOR\PHQW ZLWKRXW UHJDUG WR WKHLU SURV

L 'HYHORSLQJ PDLQWDLQLQJ DQG ZKHUH DSSUR
SURWHFWLQJ DYV SROLF\ VWDWHPHQWV SHU\
FRPPXQLFDWLRQ WHFKQLTXHV LQFOXGLQJ GL'
HPSOR\HHV WR LQVXUHW DQVZKR SROLFLHV DUH
HIIHFWLYHQHV RI WKHVH DFWLRQV

M \$GYLVLQJ VXSHUYLVRUV WKDW WKH\ DUH UHVSF
WKHLU VSRWVXFWLQJ

u. (QVXULCOHQYDLOFRP\$VIDHWZLWK LWV REOLJDWLF
ZKLFK UHTXOHGVLVLOHDMDE DWHK EHQFKPDUNV W
FUHDWHDQWLILDEOH*PHHQKRCFHOQWHDWKKUH LWV
DFKLHYLQJ HTXDO HPSOR\PHQW RSSRUWXQLW\ I
VHW RQ DQ DQQXDO EDVLV E\ XVLQJ RQH RI WZI
EH ORRQWHG DOVR DV VHW IRUWK LQ WKLV \$\$3

Y ,I DQ DSSOLFDQW LGHQWLILHV KLPVHOI RU KH
LGHQWLILFDWLRQ GHWDLOHGQYQOJODUJLWVSKH I
ZKHWKHU DQ DFRPHFRYDQGRQJLZRWK WKH DSS
UHDVQRDEOH DFRPHFRYDQGRQJLZRWKWKH DSS
DUH FRQVLVWHQW ZLWK WKH \$PHUHQFYLQVDEILQW
VHSDUDWH ILOH LQVFRYDQGRQJLZRWKWKH DSS
DV GLVDEOHG YHWHUDQV

2. Management Responsibilities

41 C.F.R. §60-300.44(i) ½Äh • • ‘

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Dp; H` OãF À FLGFœÖ ÓGFÄ€4CfCDGcÄÄ8=ÄP W DVWR.

L 6KRZ VXSSRUW IRU WKLW \$\$3

Affirmative Action Training

41 C.F.R. §60-300.44(j)

*OHQYLOOH 6WDWH ~~SOBYSEHVROQDIOQHQYRDMPEQWQ~~ WIF
SURPRWLRQ GLVFLSOLQDU\ DQG RWDHULWVHQBPHLWPSH
LPSOHPHQWHG

ASSESSMENT OF EXTERNAL OUTREACH AND RECRUITMENT EFFORTS

Assessment:

DATA COLLECTION ANALYSIS 41 C.F.R. § 60-300.44(k)

* OHQYLOGRF X WWDQMI IROORZLQJ FRPSXWDWLRQV RU FRPSDUL
DQQXDO EDVLVWKP PDUOWSLQVRG RI WKUHH \HDUV

7KH QXPEHU RI DSSOLFDQWV ZKR VHOI LGHQWLILHG
ZKR DUH RWKHUZLVH NQRZQ DV SURWHFWHG YHWHL

7KH WRWDO QXPEHU RI MRE RSHQLQJV DQG WRWDO

7KH WRWDO QXPEHU RI DSSOLFDQWV IRU DOO MREV

7KH QXPEHU RI SURWHFWHG YHWHUDQ DSSOLFDQWV

7KH WRWDO QXPEHU RI DSSOLFDQWV KLUHG

See Protected Veterans Three Year Data Collection

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BENCHMARKS FOR HIRING 41 C.F.R. § 60-300.45

Benchmark: 7KH SXUSRVH RI HVWDEOLVKLQJ EHQFKPDUNV LV V
6WPHV PHDVXUH LWV SURJUHVV WRZDUG DFKLHYLQJ HTXL

7KH EHQFKPDUN LV QRW D ULJLG DQG LQIOH[LEOH TXRWD
IORRU IRU WKH HPSOR\PHQWRV DUWLFXODU VORPSUWELGG

+LULQJ EHQFKPDUNV DURQDW BQOXHOYEDORFXPDQMLWC
EHQFKPDUN LW KDV HVWDEOLVKLQJLHDFWKHUV UFRYGOI

The current benchmark for protected veterans for this location is set at 6.7%, which matches the national protected veteran benchmark.

Protected Veteran Hiring Ratio

7 RWDO +LUHV	25
7 RWDO 3URWHFW	0
3HUFHQWDJH RI 9HWHUDQV +LUH	0%

This location will continue to implement additional recruitment efforts to attract qualified

A????? ???? A????? P?????? ???

I?????? ?? ???? D?????????

Glennville State College

Affirmative Action Program
for

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)RU WKH SXUSRVHV RI *~~WIKQVLUH6SVDUW0H0K0H0W0H0F0X0D0W0M~~
GLYLVLQRQV RU V\$EIVUPDDULLYHV \$FVKLRQ 3ODWUBB0WDLFQMH
DQG ~~SUHL YQ~~IRUP ~~QHWLRQ~~ ~~IKL5WDLW~~HSURWHFWHG IURP GLVI
&RQWUDFW &RPSOLDQFH 3URJUDPV SXUVXDQW WR WKH
LQIRUPDWLRQ ~~XFERWODQ~~ ~~WID~~ ~~QVH~~ ~~YLLORP~~ ~~W~~ ~~BWD~~ ~~W~~ ~~FSOR~~ \HHV ZLW
)UHHGRP RI ,QIRUPDWLRQ &\$FW)2,\$ 8DQGDWKH 7UD(
)2,\$ SURWHFWV LQIRUPDWLRQ LQ WKLV GRFXITXGWWIRUV

Chrysler v. Brown

Glenville State College

AFFIRMATIVE ACTION PROGRAM FOR INDIVIDUALS WITH DISABILITIES

May 1, 2017 through April 30, 2018
Plan Year

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UHFRUG LV WUHDWHG DV D FRQILGHQWL
G

Review of Physical and Mental Job Qualifications 41 C.F.R. § 60741.44(c)

*OHQYLOOH 6WDWH KDV WKH IROORZLQJ VF
MRE TXDOLILFDWLRQ VWDQGDUGV WR HQVXI
WR VFUHHQ RXW TXDOLILHG SHRSOH ZLWK
IRU WKH SRVLWLRQ LQ TXHVVWLRQ DQG FRQ
WKLV VFKHGXOH 7KH VFKHGXOH LV DV IRC
HVVDEOLVKHG DQG RU ZKHQ QHZ HTXLSPH

:KHQHYHU *OHQYLOOH 6WDWH DSSOLHV SK
VHOHFWLRQ RI DSSOLFDQWV RU HPSOR\HF
HPSOR\PHQW VWDWXV VXFK DV SURPRWLRC
TXDOLILFDWLRQ VWDQGDUGV WHQG WR VFI
GLVDELOLW\ WKH VWDQGDUGV DUH UHODV

FRPPLWPHQW WR SURYLGH HTXDO H
LQGLYLGXDOV

L WKH 6WDWH 9RFDWLRQDO 5HKDEL
3695\$ 6WDWH PHQWDO KHDOWK DJI
GLVDELOLW\ DJHQF\ LQ ~~WKH~~ ~~DW~~ ~~DE~~ OR

IL WKH (PSOR\PHQWRS2 QH DUHHU &MRSVH
\$PHULFDQ -RE &HQWHU QH DUHVV W

LL WKH 'HSDUWPHQW RI 9HWHUDLQV \$HI
*OHQYLQJW ~~W~~ ~~D~~ ~~OL~~ ~~V~~ ~~K~~ ~~P~~ ~~H~~ ~~Q~~ www.va.gov

LY HQWLWLHV IXQG HG E\ WKH 'HSDUW
UHFUXLWPHQW RU WUDLQLQJ VH
GLVDELOLWLHV VXFK DV WKH VHU
WKH (PSOR\HU \$VVLVWDQFH DQG
www.earnworks.com

Y QFDO (PSOR\PHQW 1HWZRUN
*OHQYLOOLHIO ~~H~~ ~~Q~~ ~~D~~ ~~W~~ ~~G~~ ~~L~~ ~~H~~ ~~V~~ ~~D~~ ~~Q~~ ~~D~~ ~~V~~ ~~H~~ ~~O~~ ~~L~~ ~~V~~ ~~V~~
6RFLDO 6HFXULW\ \$GPLQLVWUDWLR
1HWZRUN 'www.furkettwork.com/endir

YL QFDO GLVDELOLW\ JURXSV RUJI
,QGHSHQG HQW /LYLQJ &, / QH DU W

YLLSODFHPHQW RU FDUHHU R ~~L~~ ~~V~~ ~~X~~ ~~H~~ ~~M~~ ~~L~~ ~~R~~ ~~R~~
VSHFLDOL]H LQ WKH SODFHPHQW I
DQG

YLLSULYDWH UHFUXLWPHQW VRXUFHV
RU HPSOR\PHQW SODFHPHQW VHU
SODFHPHQW RI LQGLYLGXDOV ZLWK

E ,QDGG L ~~W~~ ~~L~~ ~~R~~ ~~Q~~ ~~Y~~ ~~L~~ ~~O~~ ~~O~~ ~~D~~ ~~I~~ ~~V~~ ~~6~~ ~~F~~ ~~D~~ ~~Q~~ ~~H~~ ~~G~~ ~~H~~ ~~U~~ ~~H~~ ~~G~~ ~~W~~ ~~D~~ ~~I~~
EHOR ~~V~~ ~~Z~~ ~~R~~ ~~O~~ ~~X~~ ~~D~~ ~~O~~ ~~L~~ ~~O~~ ~~F~~ ~~R~~ ~~V~~ ~~W~~ ~~@~~ ~~F~~ ~~R~~ ~~@~~ ~~P~~ ~~@~~ ~~V~~ ~~R~~ ~~P~~ ~~H~~ ~~Q~~ ~~W~~

LQ DWWHQGDQFH ZKHQ SRVVLEOH)F
IRU UHIHUUDO RI DSSOLFDQWV IRC
IHHGEDFN RQ GLVSRVLWLRQ RI DS
EULHILQJV

LL *OHQYLOOHV GWHFWNLWPHQW HIIRUWV
LQVWLWXWLRQW \$IRU DS HUDRUWV WR
DUH LQGLYLGXDOV ZLWK GLVDELOLWL

LLL *OHQYLOOHV GWHFWNLWPHQW WR SDUWLXGLS
SURJUDPV IRU VWXGHQWV WUDLQH

* OHQYLOOHHQGWZULWWHQ QRWLILFDWLRQ R
DFWLRQJWHV WR DOO VXEFRQWUDFWRUV I
VXSSOLHUV UHTXHVWLQJ DSSURSULDWH DF

* OHQYLOOGRFVPHQWV DOO DFWLYLWLHV L
REOLJDWLRQV RI WKLVKMHFWLRQDHOVVR
\HDEV

Internal Dissemination of Policy 41 C.F.R. § 60741.44(g)

* OHQYLOOHFRWQWJHV WKDW HYHQ D VWURQ
ZLWK GLVDELWLHV PD\GEHXIDQWHIHLQWLYHQ
VXSHUYLVRUV DQG HPSOR\HHV 7KHUHIRUP
DQG SDUWL*H[SODLQDQJHQRDWNHWHJDEGLJQJW
DIILUPDWLYH DFWLRQ HIIRUWV WR HPSOR
LQGLYLGXDOV ZLWKYGLVDELQDQJHWHV
SURFHGXUHV SURFHGXUHV KJQHG EMRQIRV
DFFHSWDQFH DQG *VXSSOLQDQJHWHV
VXSHUYLVRUHU HPSOR\HHV WR HQFRXUDJH V
DFWLRQV WR DLG WKH FRQWUDFWRU LQ PH

* OHQYLOOHFRWQWJHV DQG GLVVHPLQDWHV \

D LQFOXGHV WKH SROLF\ LQ *OHQYLOOH
PDNHV WKH SROLF\ DQDQDEOH WR HPS

E ZKHUH *OHQYLOOH 6WDWH LV D SDUWL
QRWLILHV XQLRQ RIILFLDOV DQG RUKH
FRQWUDFWRU V SROLF\ DQG UHTXHVW V

%HOBZH VRPH RI WKHQRVQHODPHVWQDGLWLR
LPSOHPHQW DQVKGVSROLFADLQVWHUQDOO\

D LQIRUPV DOO HPSOR\HHV DQG SURVSHF
FRPPLWPHQW WR HQJDJH LQ DIILUPDQW
RSSRUWXQLWLHV IRU LQGLYLGXDOV ZLV

E HULRGLFDOO\ VFKHGXOHV VSHFLDO PH
WKH SROLF\ DQG H[SODLQ LQGLYLGXDO

F SEOLFLJHV WKH SROLF\ LQ *OHQYLOOH
UHSRUW DQG RWKHU PHGLD

G FRQGXFV VSHFLDO PHHWLQJV ZLWK
VXSHUYLVRU\ SHUVRQQHO WR H[SODLQ
UHVSQVLELOLW\ IRU HIIHFWLYH LPSO
6WDFK LHI H[FXWLYH RIILFHU\ V VXSS
SROLF\

Responsibility for Implementation of the Plan 41 C.F.R. § 60741.44(i)

1. Identification and Responsibilities of the EEO/AA Administrator . 41 C.F.R. § 60741.44(i)

,Q IXUWKHUDQFH RI *OHQYLOOH 6WDWH V FRPPLWF
2SSRUWXQLW\ RYHUDOO UHVSQRVLELOLW\ IRU LP
((2 \$\$ \$GPLQLVWUDWRU ZRRV D QG H L Q W L H W Q D S S I Q G
UHJDU G L Q D O H V 6 W \$ 3 W K H ((2 \$ \$ L Q L W D V D E V H R H U Q J L Y H C
VHQLRU PDQD J H P H Q G I M D S S I P M L Q S O H P H Q W D W L G S O F L I I
. U \ V W D O R G P W K K G H V L J Q D W H G U H S W K V H G R V D V R Z Y E J V
DGPLQLVWHUHG LQ DFFRUGDQFH ZLWK WKH 6HFWLR

D (QVLXQJ OHQYLOOH SRVW D F R H V S L F X R D Y D S O D E I H W
DSSOLFDQWV IRU HPSOR\PHQW QRWLFH & B Q U E
SURYLGHG E\WKUH W F R O R X U E F W E Q J Q R W L L F H H V V K D C
DSSOLFDQWV DQG H P S O R Y L G H G V D V L R D D D Q Z G W
DIILUPDWLYH DFWLRQ WR HPSOR\ DQG DGYDQ
DSSOLFDQWV ZLWK GLVDELOLWLHV

E (QVLXQJ OHQYLOOH SRVW D F R H V S L F X R D Y D S O D E I H W
QRWLFH LQ D I R V E E W K D D Q G V X Q E F H W W D Q G D E O F
HPSOR\HH H J S U R Y L G L Q J % U D L O O H R U O D U J
RI WKH QRWLFH DW D O R Z H U K H L J K W I R U H Z K V H C
DSSOLFDQWHRUHH R S O W W H W K H S R V W H U L Q * D Q H D
6 W D M O R Z V W K D W D Q D S S O L F D Q W R U H P S O R \ H H
GLVDE*LOH L Q M L O R C H D O D W H S U R Y L G H W K H S R V W H U
GLVDELOLW D Q H R U O K H V H P H D Q V V X F K D V R Q G L
IRUPDW S U R Y L G H G H Q D E O H V W K H L Q G L Y L G X D O

F (QVXUW L Q D L W K Z U H V S H F W L W Q Z K R S G R \ G R W Z F D N D W
R * O H Q Y L O O H G W D O V H W L W D W S I R V W L Q J R E O L J D W L
LQ DQ HOHFWURQLF I R U D Y W O S S U R Y L G H G F R R S W V
FRPSXWHUV WKDW FDQ DFFHVV WKH H O H F W U R C
KDV DFWXDO NQRZOHGJH WKDW VXFK HPSOR\HH
SRVWHG QRWLFHV

G (QVXUW L Q D L W K Z U H V S H F W L W Q Z K R S G R \ G R W Z F D N D W
IRUPDW R Q Y L O O H G W D O V H W L W D W S I R V W L Q J R E O L J D W L
HOHFWURQLF S R * V H L Q Y L O W F X Q R G V E H M R E D S S O L
* O H Q Y L O O H L O M J H W E D G E H G A D E W H S P D Q L F D S S O L F D W L

DATA COLLECTION ANALYSIS 41 C.F.R. § 60-741.44(k)

* OHQYLOGRFXWDDMMI ROORZLQJ FRPSXWDWLRQV RU FRPSDU
DQQXDO EDVLVWKEP PDUOWSLQ LRG RI WKUHH \HDUV
7KH QXPEHU RI DSSOLFDQWV ZKR VHOI LGHQWLILH
D RU ZKR DUH RWKHUZLVH NQRZQ WR EH I
7KH WRWDO QXPEHU RI MRE RSHQLQJV DQG WRWD
7KH WRWDO QXPEHU RI DSSOLFDQWV IRU DOO MRE
7KH QXPEHU RI DSSOLFDQWV ZLWK GLVDELOLWLHV
7KH WRWDO QXPEHU RI DSSOLFDQWV KLUHG

See Individuals with Disabilities Three Year Data Collection

UTILIZATION ANALYSIS 41 C.F.R. § 60

Utilization Analysis (Individuals with Disabilities)

Plan Date: 05/01/2017

7% Goal Met?
