INVER HILLS COMMUNITY COLLEGE
AFFIRMATIVE ACTION PLAN 2014-2016

• EXECUTIVE SUMMARY

INVER HILLS COMMUNITY COLLEGE
Affirmative Action Plan 2014-2016

Review revealed underutilization of the following protected group(s) in the following job categories:

Table 1. Underutilization Analysis of Protected Groups

Job Categories	PROTECTED GROUPS			
	Women	Racial/Ethnic Minorities	Indiv. With Disabilities	Veterans
Officials/Administrators		XX	XX	XX
Professionals	XX			XX
Faculty		XX		XX
Office/Clerical			XX	XX
Technicians	XX	XX		XX
Skilled Craft				
Service Maintenance	XX		XX	XX

Once approved, information about how to obtain or view a copy of this plan will be provided to every employee of Inver Hills Community College. Our intention is that every employee is aware of Inver Hills Community College's commitments to affirmative action and equal employment opportunity. The plan will also be posted on the college's website and maintained in the Human Resources Office.

This Affirmative Action Plan meets the requirements as set forth by Minnesota Management and Budget, and contains affirmative action goals and timetables, as well as reasonable and sufficiently assertive hiring and retention methods for achieving these goals.

_____   _____
Affirmative Action Officer or Designee   (date)

_____   _____
Human Resources Director or Designee   (date)

_____   _____
College President   (date)

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the House Committee on Education and Labor United States. Congress. House. Committee on Education and Labor,1974   Views and Estimates of Committees of the House (together with Supplemental and Minority Views) on the Congressional Budget for Fiscal Year ... United States. Congress. House. Committee on the Budget,2001   **Compendium of Research Reports** ,1979   The Federal Civil Rights Enforcement Effort--1974: To preserve, protect, and defend the Constitution United States Commission on Civil Rights,1977   *1980 Census of Population* ,1981   **Overregulation of Small Business** United States. Congress. Senate. Select Committee on Small Business. Subcommittee on Government Regulation,1976

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