

 **GRAYS HARBOR COLLEGE**
Operational Policy

Policy Name	RECRUITING AND HIRING - ALL PERMANENT EMPLOYEES
Policy Number	603
Date Adopted	6/19/07
Date(s) Revised	5/22

It is the policy of the Board of Trustees of Grays Harbor College that the most competent persons available be recruited and employed by the college. Employees are to be selected as a result of an objective judgment of their competence and general suitability for the position to be filled. In making decisions regarding selection of employees, the College's commitment to diversity shall be considered.

The College's recruitment and selection process will comply with all relevant regulatory statutes and collective bargaining agreements.

The President of the College and the Chief Executive Human Resources have the authority to terminate, modify or extend recruitment as determined appropriate or necessary to ensure achievement of policy and procedural integrity.

Grays Harbor College has the continuing responsibility to follow the principles of equal employment opportunity and to conduct outreach where analysis of current employment shows under representation of historically disadvantaged populations. The principles of equal employment opportunity and non-discrimination are hereby incorporated into this policy and the Human Resources Office shall have the responsibility for monitoring compliance.