



Ritu Raju, PhD
President and CEO

AFFIRMATIVE ACTION COMPLIANCE

Burlington Center
496 McCanna Pkwy.
Burlington, WI 53105-3623

Gateway Technical College may receive grants and other sources of funding from state and federal agencies that require the completion of an annual Affirmative Action Plan, among these is the Wisconsin Workforce Innovation Grant.

Elkhorn Campus
400 County Road H
Elkhorn, WI 53121-2046

Equal Opportunity Statement

To provide equal employment, advancement and learning opportunities to all individuals, employment and student admission decisions at Gateway will be based on merit, qualifications and abilities. Gateway does not discriminate against any employee, applicant for employment, student or applicant for admission on the basis of age, ancestry, arrest and conviction record, color, creed, disability, gender identity or expression, marital status, membership in any reserve component of the armed forces, union affiliation, national origin, parental status, pregnancy, political affiliation, race, religion, sex, sexual orientation, veteran status (including disabled veteran; recently separated veteran; active-duty, wartime, or campaign badge veteran; and armed forces service medal veteran), viewpoint expression or any other protected category under applicable local, state or federal law, including protections for those opposing discrimination or participating in any resolution process on campus or within the Equal Employment Opportunity Commission or other human rights agencies.

**HERO (Health And
Emergency Response
Occupations) Center**
380 McCanna Pkwy.
Burlington, WI 53105-3622

**Horizon Center For
Transportation
Technology**
4940 - 88th Avenue
Kenosha, WI 53144-7467

Gateway prohibits discrimination in all aspects of employment including promotion, demotion, transfer, recruitment, compensation, training, layoff and termination.

Inspire Center
3520 - 30th Avenue
Kenosha, WI 53144-1690

Kenosha Campus
3520 - 30th Avenue
Kenosha, WI 53144-1690

Policy of Affirmative Action

Gateway is committed to affirmative action for women, minorities, veterans, and disabled individuals in employment and academic advancement. The college completes a comprehensive affirmative action plan every year and uses this data to guide placement goals relating to these groups. Placement goals, when indicated, are neither rigid nor inflexible goals that set a ceiling or floor for employment of particular groups. Goals do not create set-asides for employment groups nor are they intended to achieve proportional representation or equal results. Goals do not supersede objective criteria and merit selection principles. All employment decisions are made in a nondiscriminatory manner and placement goals are not used to extend a preference to any individual or adversely affect an individual employment status on the basis of race, sex, religion, etc. In addition, the college conducts an adverse impact analysis to identify possible barriers to employment for all groups to ensure equal employment opportunity.

**Lakeview Advanced
Technology Center**
9449 - 88th Avenue (Highway H)
Pleasant Prairie, WI 53158-2216

Racine Campus
1001 South Main Street
Racine, WI 53403-1582

**SC Johnson
IMET (Integrated
Manufacturing
& Engineering
Technology) Center**
Renaissance Business Park
2320 Renaissance Blvd.
Sturtevant, WI 53177-1763

WGTD HD
Your Gateway to Public Radio
wgtd.org
262.564.3800

Gateway is committed to abide by s. 16.765, Wis. Stats., state regulations, and federal laws pertaining to equal employment opportunity and affirmative action during the life of a contract with the State of Wisconsin.

gtc.edu
800.247.7122

Responsibility for Affirmative Action Implementation

Josh Vollendorf has been designated to direct the activities of the affirmative action program. Josh Vollendorf has the full support of top management in carrying out the Gateway Technical College affirmative action policy. Josh Vollendorf is responsible for:

- Developing policy statements, affirmative action programs, and internal and external communication to include discussions with managers, supervisors, and employees to ensure the policies are followed;
- Advising managers and supervisors that their work performance is evaluated, in part, on the basis of their affirmative action efforts;
- Identifying and discussing with management any problem areas;
- Developing with management solutions for any identified problem areas;
- Serving as a liaison between Gateway Technical College and community groups, governmental agencies, and vocational rehabilitation organizations;
- Maintaining an audit and reporting system to monitor the progress of the affirmative action program;
- Informing management of the latest developments in the affirmative action and equal employment opportunity area;
- Ensuring that the policy statement and required posters are posted on bulletin boards and/or electronic postings; and
- Ensuring that employees placed through these policies are not harassed.

Designation of Affirmative Action Officer

Gateway's Director of Compliance has been designated as the Affirmative Action Officer and will share relevant information relating to the affirmative action plan with human resource leaders and other members of the college and the public through various methods. Select information regarding the affirmative action plan is published on the college's website at gtc.edu/eeo.

Question about Gateway's Affirmative Action Plan can be directed to Josh Vollendorf, Director of Compliance/Affirmative Action Officer, at 262-564-3062 or compliance@gtc.edu.



Josh Vollendorf, MS, MSE, PHR

Dated March 23, 2023.