

Clatsop Community College

Code: 1.001
Adopted: 3/23/1995
Revised: 5/25/2000
Revised: 5/14/2013
Revised: 6/24/2015

NON-DISCRIMINATION POLICY

In compliance with applicable laws and regulations (e.g., Americans with Disabilities Act (ADA), Title I, Title VI, Title VII, Title IX of the Civil Rights Act or Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act), Clatsop Community College is an equal opportunity institution providing education and employment opportunities without regard to race, color, national or ethnic origin, ancestry, age, religion or religious creed, disability or handicap, sex, gender identity or expression, sexual orientation, marital status, military or veteran status, or any other characteristic protected under applicable federal, state or local law. In keeping with requirements of federal and state law, the College attempts to remove any vestige of discrimination in employment, assignment and promotion of personnel, in educational opportunities and services offered students, in courses and programs, in student discipline, in location and use of facilities, in educational offerings and material, and in accommodating the public at public meetings.

In addition, Title IX of the Education Amendments specifically prohibits sex discrimination in federally supported programs. In order to comply with Title IX, this policy prohibits any form of sexual misconduct including dating violence; domestic violence; stalking; sexual harassment, which is unwelcome conduct of a sexual nature, including unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature; and sexual violence; which is physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent (e.g., due to the student's age or use of drugs or alcohol or an intellectual or other disability that prevents the student from having the capacity to give consent). Sexual violence includes rape, sexual assault, sexual battery, sexual abuse, and sexual coercion.

The Title IX Coordinator is responsible for defining the above terms, and implementing training, reporting procedures, and investigation procedures in accordance with current law. Local, state, and federal laws will be enforced on all campuses.

The aforementioned Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes an unlawful employment practice.

The College will establish a procedure for filing complaints of discrimination and for resolving such complaints in a timely manner. Such complaints will be filed with the Affirmative Action Officer/ Title IX Coordinator

END OF POLICY

Legal References:

Title XI of the Education Act

Title VI of the Civil Rights Act of 1964, 1991 and their amendments

Age Discrimination in Employment Act of 1967 as amended

Age Discrimination Act of 1975

Americans with Disabilities Act

Equal Pay Act

Section 504 of the Rehabilitation Act

Relevant ORS and OAR sections

20 U.S.C. §1092(f)(1)(F)(iii) and 20 U.S.C. §1092(f)(7).

<https://www.notalone.gov/assets/ferpa-clerychart.pdf>