

ROCKINGHAM COMMUNITY COLLEGE STATEMENT OF POLICY

2.1: ADMINISTRATIVE-GENERAL POLICIES

POLICY NUMBER: 2.1.12

**REF: TITLE IX OF EDUCATION
AMENDMENTS OF 1972, SEC. 504
REHAB ACT OF 1973, CIVIL RIGHTS
ACT OF 1964; RCC EMPLOYEE
GRIEVANCE PROCEDURES; RCC
STUDENT GRIEVANCE
PROCEDURES**

(Original Number 5.1)

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POLICY TITLE: STUDENT AND EMPLOYEE NON-DISCRIMINATION

Division of Responsibility:

President's Office

POLICY

It is the policy of Rockingham Community College to comply with all federal and state laws that require giving equal opportunity for employment and for admission to the college without regard to race, color, national origin, sex, disability, religion, age, genetic information, veteran status, gender identity or expression, sexual orientation, or any other protected status. The RCC Board of Trustees, faculty and staff are fully committed to the principles of equal employment and educational opportunities. The College does not discriminate against applicants, employees, or students in any programs and activities provided on the basis of race, color, national origin, sex, disability, religion, age, genetic information, veteran status, gender identity or expression, sexual orientation, political affiliation or any other protected status as required by Title IX of the Educational Amendments of 1972, American with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, and any other applicable statutes and RCC policies.

The Director of Human Resources serves as RCC's Title IX Coordinator and has primary responsibility for coordinating the College's efforts to comply with and carry out its responsibilities under Title IX, which prohibits sex discrimination in all the operations of the College.

Any employee who believes that he or she has been subjected to discrimination in violation of this policy may file a grievance. (See Grievance Procedure in the Employee Handbook.)

Any student who believes that he or she has been subjected to discrimination in violation of this policy may file a written complaint with the Vice President for Student Development. If the issue is unresolved, the student may follow the Student Grievance Procedure as described in the RCC Catalog and Student Handbook.

Adopted 9-11-12

Revised 5-17-22

Ref: Title IX and Sex Discrimination

https://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html

Ref: Section 504, Rehabilitation Act of 1973

<https://www.dol.gov/agencies/oasam/centers-offices/civil-rights-center/statutes/section-504-rehabilitation-act-of-1973>

Ref: Title VII, Civil Rights Act of 1964, as amended

<https://www.dol.gov/agencies/oasam/centers-offices/civil-rights-center/statutes/title-vii-civil-rights-act-of-1964>

Ref: RCC Employee Handbook

Ref: RCC Student Catalog and Handbook

Administrative Procedures: 2.1.12 Student and Employee Non-Discrimination

Discrimination and harassment are antithetical to the values and standards of the RCC community; are incompatible with the safe, healthy environment that the RCC community expects and deserves and will not be tolerated. RCC is committed to providing programs, activities, and an education and work environment free from discrimination and harassment. RCC is also committed to fostering a community that promotes prompt reporting and fair and timely resolution of those behaviors.

For Students:

Inquiries concerning discrimination or harassment based on a protected characteristic or status ***other than sex*** may be referred to the Vice President for Student Development (for students). Any student who believes that he or she has been subjected to discrimination in violation of this policy may file a written complaint with the Vice President for Student Development. If the issue is unresolved, the student may follow the Student Grievance Procedure as described in the RCC Catalog and Student Handbook.

Inquiries concerning discrimination or harassment ***on the basis of sex*** may be referred to RCC's Title IX Coordinator. The Director of Human Resources serves as RCC's Title IX Coordinator and has primary responsibility for coordinating the College's efforts to comply with and carry out its responsibilities under Title IX, which prohibits sex discrimination in all the operations of the College.

For Employees:

Inquiries concerning discrimination or harassment based on a protected characteristic or status may be referred to the RCC Director of Human Resources (for employees). Any employee who believes that he or she has been subjected to discrimination in violation of this policy may file a grievance. (See Grievance Procedure in the Employee Handbook.) The Director of Human Resources also serves as RCC's Title IX Coordinator and has primary responsibility for coordinating the College's efforts to comply with and carry out its responsibilities under Title IX, which prohibits sex discrimination in all the operations of the College. See RCC Policy

Individuals may also make inquiries regarding discrimination or harassment to the U.S. Department of Education's Office for Civil Rights by contacting the District of Columbia Office, 400 Maryland Avenue, SW, Washington, D.C. 20202-1475; Phone 800-421-3481; email: OCR@ed.gov.