

EQUAL OPPORTUNITY EDUCATION & EMPLOYMENT C-201

POLICY STATEMENT FOR THE BLACKHAWK TECHNICAL COLLEGE DISTRICT

The Blackhawk Technical College District is committed to the execution of equal employment and educational opportunities within the institution. It is District policy that the College will provide equal opportunity in all of its employment practices without regard to age, race, creed, color, religion, disability, marital status, sex, national origin, ancestry, arrest record, conviction record, sexual orientation, membership in the national guard, state defense force or any reserve component of the military forces of the United States or this state, political affiliation, genetic testing and the use or non-use of lawful products off the employer's premises during non-working hours. The District does not discriminate against students on the basis of race, color, creed, religion, sex, national origin, disability, ancestry, age, sexual orientation, pregnancy, marital status or parental status. Discrimination means a difference in the treatment in any service, program, course or facility of BTC on the basis of any of these protected statuses.

Equal opportunity will be provided in accordance with federal, state and local anti-discrimination and laws and executive orders, including: Titles VI and VII of the Civil Rights Act of 1964 as amended, Title IX of the Education Amendments Act of 1972, Section 504 of the Rehabilitation Act, the Americans with Disabilities Act of 1990, Americans with Disabilities Act Amendments Act of 2008, the Civil Rights Act of 1991, the Carl D. Perkins Vocational Education Act, the Equal Pay Act of 1973, the Age Discrimination Acts of 1967 and 1975, the Civil Rights Restoration Act of 1987, the Wisconsin Fair Employment Law, other appropriate laws and executive orders and/or administrative directives and codes, including the Office for Civil Rights Guidelines for Eliminating Discrimination and Denial of Services on the Basis of Race, Color, National Origin, Sex and Handicap in Vocational Programs.

Employment actions include but are not limited to: recruitment, selection, promotion, performance appraisals, compensation, transfer, layoff, training, demotion, termination, work assignments and other benefits of employment.

Education actions include but are not limited to: recruitment, admission, counseling, financial aid, work study, job placement, comparable facilities, training programs, and physical and program accessibility. An Affirmative Action Plan to ensure non-discrimination in employment and education opportunities will be monitored by the District's Affirmative Action Officer appointed by the President/District Director. All administrators, supervisors, and employees are responsible for implementing Equal Employment Opportunity/Affirmative Action policies and procedures in their work areas. This institution is committed to act affirmatively in its efforts to achieve a balanced representation of protected classes in employment and educational programs indicating compliance with equal opportunity laws.

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District policy prohibits harassment by supervisors, co-workers and non-employees on the basis of sex, race, color, national origin, age, disability, or any other protected status. An affirmative effort will be made to provide an environment free of harassment for employees, students and non-employees.

Employees discriminating against other staff or students will be subject to discipline under appropriate BTC policies. Students discriminating against another student will be subject to discipline under the applicable student code of conduct. The College will take necessary corrective action to remedy any instances where it is determined that discrimination has occurred.

The Blackhawk Technical College District has an established procedure for resolving complaints relating to discrimination, including harassment. Complaints alleging sexual harassment may be filed directly with either the District's Executive Director/Chief Human Resources Officer/Affirmative Action Officer or Title IX Officer. Alleged acts of discrimination may be filed directly with the District's Executive Director/Chief Human Resources Officer. Complaints must be filed within 300 days from the date of the action causing the complaint. Reports of alleged acts of discrimination, or inquiries concerning the equal opportunity policies of the District, should be addressed to:

Executive Director/Chief Human Resources Officer /Affirmative Action Officer
or
Title IX Officer
BLACKHAWK TECHNIAL COLLEGE
6004 S. County Road G
P.O. Box 5009
Janesville, WI 53547-5009

Board Policy Adopted: September 15, 1982

Revised: March 20, 1991; March 8, 1995; November 14, 2001; September 15, 2004

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