

E 219 NONDISCRIMINATION	
Authority	Executive Director of Human Resources/CHRO
Effective Date	September 15, 2021
Revision Date(s)	
Reviewed Date(s)	
Related Policies	E-220 – Equal Opportunity E-221 – Prohibition of Harassment
In compliance with	Title VI of the Civil Rights Act of 1964; Title VII of the Civil Rights Act of 1964; Title IX of the Education Amendments Act of 1972; The Age Discrimination in Employment Act of 1967; Age Discrimination Act of 1975 Americans with Disabilities Act of 1990; ADA Amendments Act of 2008; Section 504 of the Rehabilitation Act of 1975; Title II of the Genetic Information Nondiscrimination Act of 2008; Pregnancy Discrimination Act of 1978; Guidelines for Eliminating Discrimination and Denial of Services on the Basis of Race, Color, National Origin, Sex and Handicap in Vocational Education Programs; Wisconsin Fair Employment Act

The College is committed to equal opportunity in educational programs, employment, and all access to institutional programs and activities. The College, and each individual who represents the College, shall provide access to its services, classes, and programs without regard to an individual’s legally protected status.

Legally protected status is defined as: sex or gender, national origin, religion, age, gender identity, gender expression, race, color, genetic information, sexual orientation, disability, military and veteran status, pregnancy and any other protected class established by applicable state, federal, or local law. The President/District Director shall establish College procedures and processes that ensure all members of the College community can present complaints regarding alleged violations of this policy and have their complaints heard in accordance with state and federal laws regarding nondiscrimination.

No College funds shall be used for membership, or for any participation involving financial payment or contribution on behalf of the College or any individual employed by or associated with it, to any organization whose membership practices are discriminatory on the basis of sex or gender, national origin, religion, age, gender identity, gender expression, race, color, genetic information, sexual orientation, disability, military and veteran status, pregnancy and any other protected class established by applicable state, federal, or local law.