

**GENESEE COMMUNITY COLLEGE
BOARD OF TRUSTEES**

POLICY

NUMBER: 1020.1 **PAGE 1 OF 2**
(Re-numbered – Previous Policy #2007)

TITLE: NONDISCRIMINATION POLICY

DATE APPROVED: 11/12/12 Approved
6/13/77 Previously Approved

In compliance with the letter and spirit of applicable Federal and State laws and pursuing its own goals of diversity, Genesee Community College is committed to ensuring equal employment and educational opportunity without regard to an individual's race, color, national origin, sex, religion, age, disability, gender, pregnancy, gender identity, sexual orientation, predisposing genetic characteristics, marital status, veteran status, military status, domestic violence victim status, or ex-offender status. This includes, but is not limited to, student admissions, counseling, housing, grading, financial aid, recruitment, application process, hiring, training, disciplinary actions, compensation, promotion, termination, and all other terms and conditions of employment, educational status, and access to college programs and activities.

Genesee Community College will provide accommodations to individuals with disabilities in accordance with the Americans with Disabilities Act. The College will further provide accommodations to ensure the full participation of individuals in college programs, when such accommodations are reasonable and necessary, due to an individual's religion, pregnancy, maternity, or breastfeeding status. Employees, students, applicants or other members of the college community (including but not limited to vendors, visitors, and guests) may not be subjected to discrimination or harassment that is prohibited by law, or treated adversely based upon a protected characteristic. In this context, sexual discrimination includes sexual harassment and sexual violence. All complaints of sexual violence, including assault, stalking, harassment, intimate partner violence, and other forms of sexually intimidating or threatening conduct will be promptly investigated.

Questions and complaints about discrimination or harassment and the College's compliance with Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1990, Title IX of the Education Amendments of 1972, and the Age Discrimination Act of 1975, New York State Human Rights Law, and other federal, state, and local laws should be directed to Gina M. Weaver, Associate Vice President for Human Resources, Affirmative Action Officer and Title IX Coordinator, Genesee Community College, One College Rd, Batavia, NY 14020, Email: gmweaver@genesee.edu, Phone: (585)343-

0055, ext.6514. Complaint procedures can be found at www.genesee.edu/depts/hr. Inquiries concerning nondiscrimination laws and compliance requirements may also be directed to the Assistant Secretary for Civil Rights, US Department of Education.

CROSS REFERENCE:

Policy 1020	Affirmative Action
Policy 1021	Sexual Harassment
Policy 1021.1	Sexual Violence victim/Survivor Bill of Rights
Policy 2014	Equity and Diversity
Procedure 121	Guidelines for Preventing and Addressing Sexual Harassment on Campus
Procedure 121.1	Sexual Violence Response Procedures
Procedure 121.2	Procedural Options for confidentially Disclosing Sexual Violence
Procedure #215	Screening Procedure for Professional Positions