



# Policy 1020.1 Nondiscrimination

Board Approved: July 8, 2024

## Board of Trustees

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### Policy

Genesee Community College is committed to fostering a diverse community of faculty, staff and students that ensures equal educational and employment opportunities and access to service, programs, and activities without regard to an individual's race, color, national origin, religion, creed, age, disability, sex, gender identity, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction.

Employees, students, applicants, or other members of the college community (including vendors, visitors, and guests) may not be subject to discrimination or harassment that is prohibited by law or treated adversely or retaliated against based upon any characteristic protected by law.

Furthermore, Genesee Community College does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX, including in admission and employment. The College will provide a notice of nondiscrimination to all students, employees, and applicants for admission and employment.

Inquiries about Title IX may be referred to Genesee Community College's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both. Genesee Community College's Title IX Coordinator is the Executive Director of Human Resources, One College Road, Batavia, NY 14020, [hr@genesee.edu](mailto:hr@genesee.edu), 585-345-6808. Genesee Community College's nondiscrimination policy and grievance procedures can be located at <https://www.genesee.edu/title-ix/>. To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please refer to <https://www.genesee.edu/title-ix/>.

This college prohibits retaliation for reporting, objecting to, or cooperating with a discrimination/sexual harassment investigation. Genesee Community College complies with all applicable federal and state laws and regulations prohibiting discrimination and harassment.

It is also the college's policy to provide reasonable accommodations in accordance with the Americans with Disabilities Act. When appropriate, further accommodations may be provided to individuals with caregiver status, disabilities, religious practices, who have pregnancy or childbirth related conditions, or who are victims of domestic violence/stalking/sex offenses.

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### History

2019, April 1 (Revised)

2015, March 9 (Reaffirmed)

2015, January 14 (Renumbered to 1020.1)

2012, November 12 (Revised title)

1977, June 13 (Policy 2007 Equal Employment Opportunity at GCC established)

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## **Related Documents**

Policy 1020	Affirmative Action
Policy 1021	Sexual Harassment
Policy 1021.1	Students' 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
Procedure 121.2	Options for Confidentially Disclosing Sexual Violence
Procedure 215	Applicant Screening and Recommendation