

Ivy Tech Community College

POLICY TITLE

Non-Discrimination

POLICY NUMBER

9.3

PRIMARY RESPONSIBILITY

Academic Affairs, Student Affairs, Human Resources, Title IX

CREATION/REVISION/EFFECTIVES DATES

Created September 1992/Effective September 1992, Revised July 2016/Effective July 2016;
Revised October 2017/Effective December 2018.

PURPOSE

Ivy Tech Community College is an equal opportunity/affirmative action college.

ORGANIZATIONAL SCOPE OR AUDIENCE

Students, staff, faculty

DEFINITIONS

Harassment: Is broadly defined as any unwanted acts directed toward an individual or group of individuals for any reason including, but not limited to the person or groups race, color, ethnicity, national origin, marital status, religion, sex, gender, sexual orientation, gender identity, disability, age, or veteran status that a reasonable person would find to be annoying, unwanted, disturbing, persistent, and/or negative.

POLICY

Ivy Tech Community College prohibits discrimination on the basis of race, color, ethnicity, national origin, marital status, religion, sex, gender, sexual orientation, gender identity, disability, age, or veteran status. Ivy Tech Community College is committed to providing equal opportunity in education and employment for all. Discrimination based on any protected class is prohibited.

As required by Title IX of the Education Amendments of 1972, Ivy Tech Community College does not discriminate on the basis of sex, including sexual harassment, in its educational programs and activities, including employment and admissions. Questions specific to Title IX may be referred to the College's Title IX Coordinator or to the US Department of Education Office of Civil Rights.

PROCEDURE

Faculty, staff, and students are expected to fulfill their educational responsibilities in compliance with this policy. Cases of perceived harassment or discrimination should promptly be reported to either Vice Chancellor for Academic Affairs, Vice Chancellor for Student Success, or the Director of Human Resources/Affirmative Action Officer or through an Incident Report in

MyIvy. Cases of perceived discrimination on the basis of sex, including sexual harassment, should be referred to the College or Campus Title IX Coordinators. All reported occurrences will be investigated and appropriate corrective action taken, if necessary.

REFERENCES

Title VII of the Civil Rights Act of 1964

Title IX of the Education Amendments of 1972

RESOURCE PERSON

College and Campus Title IX Coordinators, Vice Chancellor for Academic Affairs, Vice Chancellor for Student Success, Campus Executive Directors of Human Resources