



POLICIES *and* PROCEDURES

Board of Trustees Policy Number:
EOP 12.02

Date of Adoption/Revision:
1/24/2014

SUBJECT	NON-DISCRIMINATION
AUTHORITY	Office of the President
APPLICABILITY	This policy applies to all constituents of the College.
PURPOSE	In accordance with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disability Act of 1990, Bennett College will make adjustments in its policies and practices to ensure equal opportunity and access for qualified students, employees, and members of the public to applicable programs, services, activities and facilities.
POLICY	<p>Bennett College does not discriminate on the basis of race, color, religion, creed, sex, age, marital status, national origin, mental or physical disability, political belief or affiliation, veteran status, sexual orientation, genetic information, or any other class of individuals protected from discrimination under state or federal law in any aspect of the access to, admission, or treatment of students, faculty or staff in programs and activities, or in employment and application for employment. Furthermore, Bennett College prohibits the harassment of students and employees (i.e., racial harassments, sexual harassment, and retaliation for filing complaints of discrimination).</p> <p>In accordance with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disability Act of 1990, Bennett College will make reasonable adjustments in its policies and practices to ensure equal opportunity and access for qualified students, employees and members of the public to applicable programs, services, activities and facilities.</p>
PROCEDURES	<p>A. The Office of Disability Services is responsible for keeping the policy current, as well as communicating, monitoring, and reporting activities relating to this policy.</p> <p>The Director of the Office of Disability Services is the College's compliance officer for all forms of discrimination and is specifically designated as the University's Title IX Coordinator, responsible for the University's Title IX compliance efforts, including sex and gender discrimination, sexual harassment, sexual assault and violence, stalking, intimate partner violence, domestic or dating violence, retaliation and athletics. Inquiries concerning the application of Title IX and its implementing regulation may be referred to the designated Title IX coordinator(s) or to the Office for Civil Rights.</p>

	<p>The Director of Disability Services may be contracted at: Director of Disability Services Catchings Hall 336 517 1502</p> <p>B. This policy is strictly enforced by the College and alleged violations receive prompt attention and appropriate corrective action. The College will take steps to prevent discrimination and harassment, to prevent the recurrence of discrimination and harassment, and to remedy the discriminatory effects of discrimination on victims and others, as appropriate.</p> <p>C. Complaints of discrimination by students against other students should be brought to the complainant's Dean of Students for handling. All other complaints involving students and employees, only employees, or third parties should be brought to the Director of Disability Services.</p>
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<p>Replaces policy:</p> <p><i>Date</i></p>
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