



# Southwestern Michigan College

## Board Policy – Equal Opportunity and Non-Discrimination Policy

Last Reviewed	Last Updated	Effective Date
03/10/2021	03/10/2021	03/10/2021

### **DIVISION I – GENERAL**

#### **I.15 EQUAL OPPORTUNITY POLICY**

Southwestern Michigan College is committed to diversity and providing an inclusive learning and working environment that recognizes the unique value and perspective of each person.

The College is committed to providing equal opportunities in employment, education, all of its programs and use of its facilities for all persons regardless of race, color, sex, age, religion, national origin, creed, ancestry, height, weight, sexual orientation, gender identity, gender expression, disability, pregnancy, familial status, marital status, military status, veteran's status, or other status as protected by law, or genetic information in all programs, activities, services, employment, and advancement including admissions to, access to, treatment in, or compensation in employment that is unrelated to the person's ability to perform the duties of a particular job or position or that is unrelated to the person's ability to participate in educational programs, courses, services or activities offered by the College.

The College complies with all state and federal laws and regulations prohibiting discrimination including, but not limited to, the Elliott Larson Civil Rights Act, Title VI, Title IX, Section 504, and Title II of the Americans with Disabilities Act and with all requirements and regulations of the U.S. Department of Education.

The College does not tolerate any form of retaliation against any person for bringing charges of discrimination or participating in an investigation.

For further information on notice of non-discrimination, visit the Office for Civil Rights website for the address and phone number of the office that serves your area, or call 1-800-421-3481.

For inquiries related to Title IX please contact the Director of Security and Conduct (for students) or the Director of Human Resources (for employees). For inquiries related to the Equal Opportunity Policy and/or Title VI, Section 504 or the ADA please contact the Chief of Staff