



## Pima County Community College District Board Policy

<i>Board Policy Title:</i>	<b>Equal Employment Opportunity, ADA, Non-Discrimination and Anti-Harassment (including Sexual Harassment)</b>
<i>Board Policy Number:</i>	BP 5.10
<i>Adoption Date:</i>	11/18/92
<i>Schedule for Review &amp; Update:</i>	Every three years
<i>Review Date(s):</i>	6/5/15, 1/27/21, 5/8/24
<i>Revision Date(s):</i>	3/8/95, 12/12/12, 5/8/24
<i>Sponsoring Unit/Department:</i>	Human Resources
<i>Motion Number:</i>	5318, 7170
<i>Legal Reference:</i>	Title VI & VII of the 1964 Civil Rights Act; Title IX of the Education Amendments of 1972; Executive Order 11246; Age Discrimination in Employment Act of 1975; Rehabilitation Act of 1973, Sections 503 & 504; Americans with Disabilities Act as Amended; Equal Pay Act of 1963; Arizona Civil Rights Act of 1965; Veterans Readjustment Act of 1974 as amended (VEVRA); Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA)
<i>Cross Reference:</i>	

The College is dedicated to providing equal opportunities to all individuals regardless of race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity or other legally protected category. The college will provide all qualified individuals reasonable accommodations in the work and educational environment and ensure equal access to all College

programs, activities and facilities. The College does not discriminate in admissions, educational programs, or employment on the basis of any factor outlined above or prohibited under applicable law. The College is committed to creating and maintaining an environment free of discrimination that is unlawful or prohibited by College policy. This prohibition against discrimination applies to College employees, students, contractors, or agents of the College and to anyone participating in a College-sponsored event or activity.

In keeping with its commitment to maintaining an environment that is free of unlawful discrimination, the College prohibits unlawful harassment and conduct that, while not unlawful, could reasonably be considered harassment as defined in AP 2.03.01. Discriminatory harassment of any kind is not appropriate, whether it is sexual harassment or harassment on the basis of race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity or other legally protected category.

Prohibited discrimination also includes retaliation for reporting discrimination or participating in the investigation of a claim of discrimination.

All members of the College community are responsible for participating in creating an environment free from all forms of prohibited discrimination and for cooperating with College officials who investigate allegations of discrimination. The process for reporting a complaint is outlined in AP 2.03.01. Complaints may be made anonymously using the College's Compliance and Ethics hotline. Complaints received anonymously through the College's Compliance and Ethics hotline will be investigated to the extent of information provided.

The College shall designate individuals for the following functions: EEO, AA, ADA Officer(s) and Title IX Coordinator. These Officers and Title IX Coordinator are assigned primary responsibility for the College's compliance with this Policy. The College will take prompt and appropriate action to thoroughly investigate a complaint BP 5.10 has been violated, to correct any discrimination harassment or retaliation that is determined to have occurred, and, if necessary, to discipline any individual who is found to have engaged in conduct that constitutes discrimination, harassment or retaliation.

The College shall comply with any legally required affirmative action obligations. The College may also have a voluntary affirmative action program.