

Policy Type: District

Policy Title: Illegal Discrimination and Harassment Policy

Whom Does this Policy Affect: All staff and students

Purpose: The purpose of this policy is to keep a safe and supportive environment within our college community.

Policy Statement:

The Community College District of Monroe County, Michigan affirms its desire to create a work and study environment for all individuals that is fair and responsible. The College endeavors to support an environment that will support, nurture, and reward career and educational goals on the basis of relevant factors such as ability and work performance.

The College believes that illegal discrimination and harassment are inconsistent with a supportive environment, and as such, endorses all applicable state and federal legislation.

It is therefore the policy of the College that no employee or qualified person participating in a College-sponsored program, service, or activity shall be discriminated against or harassed on the basis of race, national origin, color, sex, protected disability, religion, age, height, weight, marital status, familial status, partisan considerations, veteran status, genetic information or any other status protected by law. Sex-based discrimination includes, but is not limited to, discrimination based on sexual orientation, gender identity, gender expression, sex characteristics, and pregnancy.

It is furthermore the policy of the College that any illegal acts of discrimination or harassment against students or employees are unacceptable and impermissible conduct. Such acts will not be condoned or tolerated by the College.

All employees are required to report any concerns or allegations of discrimination or harassment involving members of the College community (i.e., staff and students) of which they become aware.

The College will investigate any allegation of illegal discrimination or harassment. If inappropriate behavior is found to have occurred, prompt remedial action will be taken. Any employee found to have engaged in prohibited discrimination or harassment is subject to immediate discipline up to and including termination, and any student found to have engaged in prohibited discrimination or harassment is subject to immediate discipline, up to and including expulsion. No employee or student will be disciplined or retaliated against for making a good faith complaint or request for investigation pursuant to this policy.

The College maintains a complaint procedure incorporating due process available to any person who believes he or she has been discriminated against or harassed in violation of this policy. Monroe County Community College is an Equal Opportunity/Affirmative Action/Minority/Female/Veterans/Disability/Sexual Orientation/Gender Identity employer. Inquiries concerning the complaint/grievance procedure related to sex discrimination, including sexual harassment and sexual assault, should be addressed to one of the two Title IX Coordinators or to the Office for Civil Rights. Cases of alleged harassment between students should be forwarded to the Vice President of Enrollment Management and Student Success. All other inquiries concerning the complaint procedure, Affirmative Action Plan, or compliance with federal and state laws and guidelines should be addressed to the Equal Opportunity or to the Office for Civil Rights.

The College's Equal Opportunity Officer and Section 504/ADA Coordinator and Compliance Officer for

discrimination and harassment is the Executive Director of Human Resources, Monroe County Community College, 1555 South Raisinville Road, Monroe, Michigan 48161, phone (734) 384-4245.

Cross References:

- 1.63 Title IX policy
- 1.65 (a) Illegal Discrimination Procedures
- 1.65 (b) Discrimination Harassment Complaint Form
- 1.72 Anti-Bullying Policy
- 1.74 Standards of Conduct and Civility
- 6.46 MCCC Code of Ethics
- 3.10 Student Code of Conduct and Due Process With Regard to Discipline Other Than Academic

Adopted by the Board of Trustees 7-26-76; revised 6-22-87; revised 9-28-87 to include statement on sexual harassment; revised 10-27-03; revised 1-24-11; revised 1-23-12; format change 7-25-21; revised 4-22-24.