

# WESTERN NEBRASKA COMMUNITY COLLEGE

## Western Community College Area Board of Governors' Policy

**TITLE:** Equal Opportunity Employer/Non-Discrimination

**DIVISION:** Western Nebraska Community College

**CATEGORY:** College Personnel/Student

**REFERENCE:** Title VI, Title VII, 1964 Civil Rights Act; Title IX, Education Amendments of 1972; Age Discrimination in Employment of 1967; Section 504 of Rehabilitation Act of 1973; Americans with Disabilities Act of 1990; Vietnam Era Veterans' Readjustment Assistance Act of 1974; Pregnancy Discrimination Act of 1978; Genetic Information Nondiscrimination Act of 2008; Nebraska Statute(s): §85-9,175; Nebraska State Constitution Article I-5

**NUMBER:** BP-720

**APPROVAL/DATE:** F. Lynne Klemke, President, WCCA Board of Governors  
Date: July 15, 2020

---

### **Purpose**

Western Nebraska Community College (WNCC) is committed to providing a college environment free from harassment, discrimination and retaliation. Specifically, college students and/or employees, volunteers or visitors shall not participate in any harassment, discrimination or retaliation based on any protected class status of individuals as covered by College policies.

### **Scope**

This policy applies to all members of the WNCC community: employees, regardless of their classification or status, students, visitors or volunteers. All appropriate publications will contain the following statement: Equal Opportunity Employer. However, in publications where feasible (in terms of time, space, and cost), the entire policy "Equal Opportunity Employer/Non-Discrimination" or "EOE" will be included to provide maximum distribution of the policy to interested persons.

---

### **Policy**

Western Nebraska Community College does not discriminate on the basis of race, color, religion, national origin, sex or gender, age, disability, marital status, military veteran status, sexual orientation, gender expression/identity, or political affiliation, in its policies, practices, and activities related to employment, admissions, educational services/programming, student services/activities, or financial aid; as expressly prescribed by institutional policy, state and federal laws, regulations, and executive orders.

No college student, employee, volunteer or visitor shall engage in discrimination, harassment, or retaliation toward a college student, employee, volunteer or visitor. Persons violating this policy will face strict discipline up to and including suspension, expulsion, termination, or be subject to legal proceedings.

Any person believing that he or she has been subject to prohibited harassment, discrimination or retaliation as set forth in this policy has the right to and should file a complaint utilizing the applicable President's Procedure.

### **Applicability**

The President is authorized and directed to adopt appropriate procedures to carry out this policy and comply with state and federal law.

### **Revising this Policy**

This Board Policy supersedes any prior WNCC policy, procedure, guideline or handbook on this subject matter.

**Adoption Date and Board of Governors' Minutes Item Number:** 2001

**Revision Date and Board of Governors' Minutes Item Number:** July 15, 2020 Agenda Item

**Prior Policy Number(s):**

115.250.01 Anti-Harassment-Client/Guest

201.0100.12 Discrimination, Harassment, and Retaliation Prohibited

405.0100.14 Non-Discrimination

405.0300.13 Statement on Publications

415.0850.12 Discrimination Harassment or Retaliation Employee

**Sponsoring Division/Department:** Human Resources

**Repeal Date and Board of Governors' Minutes Item Number:** July 15, 2020 Agenda Item I (2) (a-e)