

Title: Equal Access/Equal Opportunity/Anti-Harassment	Number: 6.1	Page 1 of 2
	Related Procedure? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Legal Citation (if Applicable)	Board Approval/Revision: 18 June 2014 Revised 01 September 2016; 04 October 2017	

Colorado Mountain College is dedicated to the principle of providing equal opportunity with regard to all prospective and current employees and students. In addition, the College does not discriminate on the basis of age, color, disability, gender identity, marital status, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, veteran status, and family and genetic information, , or an any other basis prohibited by federal or state law, in employment or in the application, admission, operation, participation, access and treatment of employees and students, in any of the College's programs and activities. The College complies with regulations of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments Act of 1972 in regard to sex discrimination, Title II of the Americans with Disability Act, and section 504 of the Vocational Rehabilitation Act of 1973. Employee inquiries or specific complaints of alleged discrimination and/or compliance with Federal or State regulations may be directed to the officials designated by the President in the College's official notice of discrimination and in the related Procedure established pursuant to this Policy.

Religious Accommodation

The College will make a good faith effort to provide reasonable accommodations for our employees' and students sincerely held religious beliefs or practices unless the accommodation creates an undue hardship.

Retaliation against individuals requesting religious accommodations is prohibited.

1. Definitions

Discrimination

Discrimination is prejudicial treatment on the basis of race, color, ethnicity, religion, gender, sexual orientation, gender identity, age, marital status, national origin, genetic information, or disability status.

Complaint

The dissatisfaction that occurs when an employee believes that any condition of employment is unjust or inequitable based on discrimination or harassment, or when a student believes that any condition of his or her educational experience is unjust or inequitable based on discrimination or harassment.

Harassment

The College is committed to maintaining an environment free of harassment. Harassment consists of verbal or physical conduct on the basis of race, color, ethnicity, religion, gender, sexual orientation, gender identity, age, marital status, national origin, genetic information, or disability status that:

1. is intended to or is reasonably likely to embarrass, distress, agitate, disturb, or trouble the person or designated group to whom it is directed or to create an intimidating, hostile, or offensive educational or work environment,

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2. has the purpose or effect of unreasonably interfering with the individual’s work or school performance or participation, or
3. otherwise adversely affects an individual’s employment or educational opportunities.

Harassment, as defined above, may include, but is not limited to, repeated remarks of a demeaning nature; implied or explicit threats, slurs, innuendoes, or gestures; demeaning jokes, stories, pictures, objects, or activities directed at a recipient that reflect upon the recipient’s race, color, ethnicity, religion, gender, sexual orientation, gender identity, age, marital status, national origin, genetic information, or disability status.

2. Reporting, Investigation, and Resolution

The College President or the College President’s designee shall establish a complaint procedure that is available to all current students and employees and to those applicants for employment or admission who have reason to believe that they have been discriminated against, harassed, or denied employment or admission on the basis of race, color, ethnicity, religion, gender, sexual orientation, gender identity, age, marital status, national origin, genetic information, or disability status.

The College encourages the reporting of any known or suspected activities of discrimination, harassment, and/or sexual harassment according to procedure. Additionally, any employee, student, applicant for admission or employment, or other participant in a College program or service who believes that he or she has been unlawfully harassed or discriminated against on the basis of race, color, ethnicity, religion, gender, sexual orientation, gender identity, age, marital status, national origin, genetic information, or disability status may seek resolution to his or her complaint through College administrative procedures.

Confidentiality in the investigation and resolution of complaints is protected to the extent possible under state and federal laws.

3. Retaliation

It is a violation of this rule to retaliate or take reprisal against any person who has filed a good faith complaint or who has complained about discrimination, harassment, and/or sexual harassment based on the fact that the student or employee raised an issue about discrimination, harassment, and/or sexual harassment to his or her supervisor, or any supervisor or manager of the College, to any Dean, Vice President, or Administrator, or to any other person, entity, or human rights agency.