



CENTRAL CAROLINA COMMUNITY COLLEGE POLICY & PROCEDURE MANUAL

Human Resources Section

Policy 3.3.7/5.3.4 - Discrimination, Harassment, & Title IX

The College is fully committed to providing a learning and working environment that is free from prohibited discrimination. The College does not practice or condone discrimination based on race, color, national origin, religion, sex, sexual orientation, gender, gender identity or expression, pregnancy, disability, genetic information, age, political affiliation, or veterans' status in the administration or in any of its education programs and activities and employment practices.

The College will promptly and effectively address any such discrimination of which it has knowledge using the following procedures:

- For issues related to Title IX sexual harassment, see Procedures 3.3.7.1/5.3.4.1 – Sexual Harassment.
- For issues related to all other types of unlawful discrimination and harassment, see Procedures 3.3.7.2/5.3.4.2 – Unlawful Discrimination and Harassment.

To ensure compliance with Title IX of the Education Amendments of 1972, the College shall at all times ensure that it has assigned a Title IX Coordinator for Employees, a Title IX Coordinator for Students, a Title IX Advisor, and an adequate number of Title IX Investigators. The President or the President's designee is hereby empowered to develop and adopt procedures in furtherance of this policy.

Adopted:	January 1, 2025
Revised:	N/A
Legal Reference:	Title VI and VII of the Civil Rights Act of 1964; The Americans with Disabilities Act of 1990; Section 504 of the Rehabilitation Act of 1973; The Age Discrimination in Employment Act of 1967; Equal Pay Act of 1963; Title II of the Genetic Information Nondiscrimination Act of 2008; Title IX of the Education Amendments of 1972; Lily Ledbetter Act; NC Equal Employment Practices Act; NC Retaliatory Employment Discrimination Act; Jeanne Clery Disclosure Act of Campus Security Policy and Campus Statistic Act of 1990; Campus Sexual Assault Victim's Bill of Rights of 1992; Violence Against Women Act of 1994; Campus Sexual Violence Elimination Act of 2013; and the Pregnant Workers Fairness Act of 2023.
Cross-Reference:	Procedures 3.3.7.1/5.3.4.1 – Sexual Harassment (referenced by); Procedures 3.3.7.2/5.3.4.2 – Unlawful Discrimination and Harassment (referenced); Procedure 3.2.21.1 - Special Approved Leave Procedures

(referenced by); Policy 5.3.4/3.3.7 - Discrimination, Harassment, & Title IX (duplicate); Policy 3.3.8 - Operational & Employee Grievances (referenced by)