

EvCC3091: DISCRIMINATION AND HARASSMENT POLICY

Original Date: August 14, 2020

Policy Contact: Director of Equal Opportunity and Title IX Programs/ Title IX and EEO Coordinator

POLICY

Everett Community College is committed to providing a safe and inclusive environment for all students, employees and patrons.

Everett Community College does not discriminate based on, but not limited to, race, color, national origin, citizenship, ethnicity, language, culture, age, sex, gender identity or expression, sexual orientation, pregnancy or parental status, marital status, actual or perceived disability, use of service animal, economic status, military or veteran status, spirituality or religion, or genetic information in its programs, activities, or employment. Prohibited sex discrimination includes sexual misconduct.

Everett Community College recognizes its responsibility for investigation, resolution, implementation of corrective measures, and monitoring the educational environment and workplace to stop, remediate, and prevent discrimination on the basis of race, color, national origin, age, perceived or actual physical or mental disability, pregnancy, genetic information, sex, sexual orientation, gender identity, marital status, creed, religion, honorably discharged veteran or military status, or use of a trained guide dog or service animal, as required by Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, Sections 504 and 508 of the Rehabilitation Act of 1973, the Americans with Disabilities Act and ADA Amendment Act, the Age Discrimination Act of 1975, the Violence Against Women Reauthorization Act and Washington State’s Law Against Discrimination, Chapter 49.60 RCW and their implementing regulations. To this end, Everett Community College has enacted policies prohibiting discrimination against and harassment of members of these protected classes. Any individual found to be in violation of these policies will be subject to disciplinary action up to and including dismissal from the College or from employment.

Everett Community College’s Policy on Discrimination and Harassment is not meant to inhibit or prohibit educational content or discussions inside or outside of the classroom that include controversial or sensitive subject matters protected by academic freedom. Academic freedom extends to topics that are pedagogically appropriate and germane to the subject matter of courses or that touch on academic exploration of matters of public concern.

Everett Community College uses the preponderance of the evidence (also known as “more likely than not”) as a standard for proof of whether a violation occurred. In campus resolution proceedings, legal terms such as “guilt and “innocence” are not applicable. Campus resolution proceedings are conducted to take into account the totality of all evidence available, from all relevant sources, and never presumes that the respondent is in violation of policy prior to the completion of a thorough investigation.

TITLE IX AND EQUAL OPPORTUNITY COORDINATOR

The Director of Equal Opportunity and Title IX Programs serves as the designated Title IX and Equal Opportunity Coordinator (hereinafter “Title IX/EEO Coordinator”) and oversees compliance with all aspects of the College’s Discrimination and Harassment Policy. The Title IX/EEO Coordinator reports to the President of the College and is housed in the Office Human resources. Questions about this policy should be directed to the Director of Equal Opportunity and Title IX Program. Anyone wishing to make a report relating to discrimination or harassment may do so by reporting the concern to the Title IX/EEO Coordinator:

Title:	Director of Equal Opportunity and Title IX Programs/ Title IX and EEO Coordinator
Office:	Olympus 114
Contact Info:	titleixcoordinator@everettcc.edu ; 425-388-9271

Individuals experiencing harassment or discrimination also have the right to file a formal grievance with government authorities:

U.S. Department of Education

Office for Civil Rights-- Seattle Office
915 Second Avenue Room 3310
Seattle, WA 98174-1099
Email: OCR.Seattle@ed.gov
Telephone: 206-607-1600

U.S. Department of Justice Civil Rights Division

950 Pennsylvania Avenue, N.W.
Educational Opportunities Section, PHB
Washington, D.C. 20530
Email: education@usdoj.gov
Telephone: (202) 514-4092 or 1-877-292-3804 (toll-free)

In the event that an incident involves alleged misconduct by the Title IX/EEO Coordinator, reports should be made directly to the Vice President of Human Resources.

The College is committed to responding to complaints and will take immediate and appropriate steps to investigate what occurred and take prompt and effective action to end the misconduct, remedy the effects, and prevent its reoccurrence.

RELEVANT LAWS, POLICIES, AND OTHER RELATED INFORMATION

Title IX of the Educational Amendments of 1972

Section 504 of the Rehabilitation Act of 1973

Title VII of the Civil Rights Act of 1964

The Age Discrimination Act of 1975

RCW [49.60.030](#)

[Everett Community College Student Rights and Responsibilities](#)

[EvCC3100: Staff Relationships Policy](#)

[EvCC3100P: Staff Relationships Procedure](#)

[EvCC6160: Prohibited Student Conduct Policy](#)

[EvCC6020: Statement of Jurisdiction Policy](#)

[EvCC1050: Mandatory Reporting of Child Abuse](#)

[EvCC6550P: Sex Offender Procedure](#)

[EvCC3090: Title IX Policy](#)

[EvCC3090P: Title IX Procedure](#)

[EvCC3091P: Discrimination and Harassment Procedure](#)

[EvCC3092P: Supplemental Title IX Employee Disciplinary Hearing Procedure](#)

REVISION HISTORY:

Original Date: August 14, 2020

APPROVED BY

President

Board of Trustees