



ADMINISTRATIVE POLICY

Policy Type: Equal Opportunity and Non-Discrimination

Date Adopted: December, 2006

Date Last Reviewed: December 2006

Office Responsible: Legal Affairs

Policy Summary

It is the policy of Jackson Community College that no person shall be discriminated against on the basis of race, color, religion, national origin or ancestry, age, gender, marital status, sexual orientation or handicap, denied the benefits of, or otherwise subject to, discrimination in employment or in any program or activity for which it is responsible for or for which it receives financial assistance from the U.S. Department of Education.

Policy Statement

In carrying out this commitment, the College is guided by federal and state laws and regulations that may apply to the College. These may include:

- Titles VI and VII of the Civil Rights Act of 1964 prohibiting discrimination in the provision of services and employment on the basis of race, color, religion, national origin or gender.
- Title IX of the Education amendments of 1972 prohibiting discrimination against students and employees on the basis of gender.
- Age Discrimination Act of 1975 prohibiting discrimination on the basis of age in programs or activities receiving federal financial assistance.
- Age Discrimination in Employment Act of 1967 prohibiting discrimination in employment on the basis of age.
- Equal Pay Act of 1963 prohibiting discrimination in salaries on the basis of gender.
- Title VIII of the Public Health Service Act prohibiting discrimination in the admission of students in health personnel training programs on the basis of gender.
- Sections 503 and 504 of the Rehabilitation Act of 1973 prohibiting discrimination on the basis of disability in any program or activity receiving federal financial assistance and requiring the facilitation of the employment of individuals with disabilities.
- Section 402 of the Vietnam Era Veterans Readjustment Act of 1974 requiring affirmative action in the employment of disabled and Vietnam-era veterans.
- Retirement Equity Act of 1984 requiring pension equity.
- Michigan Elliott-Larsen Civil Rights Act prohibiting discrimination on the basis of age, sex, height, weight, religion, race color, national origin, familial status or, marital status.
- Michigan Persons with Disabilities Civil Rights Act prohibiting discrimination against persons with disabilities and prohibiting discrimination based on genetic information that is unrelated to the individual's ability to perform the duties of a particular job or position.
- Americans with Disabilities Act of 1990 prohibiting discrimination against individuals with disabilities.

The administration has designated the Executive Director of Planning, Research and Legal Affairs as the individual responsible for receipt, consideration, and resolution of complaints of alleged acts of discrimination. Individuals who believe their rights have been abridged or that they have been discriminated against in violation of any applicable law or regulation may contact the Compliance Officer, telephone 517-796-8462, for information about the complaint procedure.