

Non-Discrimination and Anti-Harassment Policy

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Lower Columbia College provides equal opportunity in education and employment and does not discriminate on the basis of race, color, national origin, citizenship or immigration status, 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.

Harassment is defined as a form of discrimination consisting of physical or verbal conduct that denigrates or shows hostility toward an individual because of their membership in a protected class or their perceived membership in a protected class. Harassment occurs when the conduct is sufficiently severe, persistent, or pervasive that it has the effect of altering the terms or conditions of employment or substantially limiting the ability of a student to participate in or benefit from the College's educational and/or social programs and/or student housing.

- **Discrimination & Harassment Complaint Procedure (lowercolumbia.edu/publications/administrative-policies/_assets/documents/235.1A_Procedure.pdf)**

Title IX and Sexual Misconduct

Title IX helps to foster safe and respectful college environments that better protect students, faculty and staff from incidents of sex-based discrimination and sexual harassment, including sexual violence, relationship violence and abuse.

- • Learn more at **Title IX and Sexual Misconduct (lowercolumbia.edu/titleix-sexual-misconduct)**

Sexual Harassment is defined as a form of discrimination consisting of unwelcome, gender-based verbal, written, electronic and/or physical conduct. Sexual harassment does not have to be of a sexual nature, however, and can include offensive remarks about a person's gender. There are two types of sexual harassment.

- **Hostile Environment Sexual Harassment** occurs when the conduct is sufficiently severe, persistent, or pervasive that it has the effect of altering the terms or conditions of employment or substantially limiting the ability of a student to participate in or benefit from the College's educational and/or social programs and/or student housing.

- Quid Pro Quo Sexual Harassment occurs when an individual in a position of real or perceived authority, conditions the receipt of a benefit upon granting of sexual favors.

Sexual violence is a form of sexual discrimination and harassment. Nonconsensual sexual intercourse, nonconsensual sexual contact, incest, statutory rape, domestic violence, dating violence, and stalking are all types of sexual violence.

- Learn more at **Title IX and Sexual Misconduct (lowercolumbia.edu/titleix-sexual-misconduct)**

For inquiries regarding this policy please contact:

Kendra Sprague, Vice President of Foundation, HR & Legal Affairs, Title IX/EEO Coordinator

Office: Administration Building, Rm. 122

Lower Columbia College, 1600 Maple Street, Longview, WA 98632

(360) 442-2121

title9@lowercolumbia.edu

TTY/Video Relay Service: 7-1-1 or **(800) 833-6388**

Sue Orchard, Vice President for Student Services, Title IX/EEO Deputy Coordinator

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Publications in Alternative Formats

College publications available in alternate formats upon request by contacting:

Disability and Access Services. (lowercolumbia.edu/disability) (360) 442-2340,

TTY/Video Relay Service: 7-1-1 or **(800) 833-6388**

Non-Discrimination and Anti-Harassment Information in Spanish

DECLARACIÓN DE NO DISCRIMINACIÓN is located at **lowercolumbia.edu/disclosure/non-discrimination/non-discrimination-spanish**.