

Policy 235 - Non-Discrimination and Anti-Harassment

View the policy in Spanish (NO DISCRIMINACIÓN Y ANTI-ACOSO POLÍTICA 235) (lowercolumbia.edu/publications/administrative-policies/_assets/documents/235_Spanish_Corrected.pdf)

Lower Columbia 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, 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 States Law Against Discrimination, Chapter 49.60 RCW and their implementing regulations. To this end, Lower Columbia 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.

The following College officials have been designated to handle inquiries regarding this policy:

- **Title:** Vice President of Human Resources & Legal Affairs, Title IX /EEO Coordinator
- **Office:** Administration Building 122
- **Street address:** PO Box 3010 Longview, WA 98632
- **Phone:** (360) 442-2121
- **E-mail:** title9@lowercolumbia.edu
- **Title:** Vice President for Student Success; Title IX /EEO Deputy Coordinator
- **Office:** Admissions Center 158
- **Street address:** PO Box 3010 Longview, WA 98632
- **Phone:** (360) 442-2300
- **E-mail:** title9@lowercolumbia.edu

College employees, except those statutorily barred from doing so, have a duty to immediately report information related to sexual harassment to the Title IX Coordinator.

Historic Information

- Approved: July 13, 2022
- Reviewed by Executive Leadership Team: July 13, 2022

- Approved: November 25, 2020
- Reviewed by Governance Council: October 7, 2020
- Reviewed by WFSE: September, 2020
- Reviewed by Executive Leadership Team: September 30, 2020
- Adopted: January 26, 2015
- Campus Review: December 2-19, 2014
- Reviewed by Leadership Team: November 24, 2014
- Reviewed by Cabinet: November 20, 2013
- Reviewed by Leadership Team: November 25, 2013
- Adopted: February 23, 2009

| Resource/Reference/ Procedure | Title | Unit Responsibility |
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| Procedure 235.1A (lowercolumbia.edu/publications/administrative-policies/_assets/documents/235.1A_Discrimination_Harassment_Complaint_Procedures.pdf) | Discrimination & Harassment Grievance Procedure | VP of HR and Legal Affairs Affirmative Action Officer EEOC Officer |
| Procedure 235.2A (lowercolumbia.edu/publications/administrative-policies/_assets/documents/235.2A_Procedure.pdf) | Discrimination & Harassment Title IX Grievance Procedure | |
| Procedure 235.3A (lowercolumbia.edu/publications/administrative-policies/_assets/documents/235.3A_Procedure_Discrimination_Harassment_Employee_Disc_Procedure.pdf) | Discrimination & Harassment Employee Disciplinary Hearing Procedure | |
| Mandatory Reporter Protocol (services4.lowercolumbia.edu/info/webResources2/internal/Policy/Mandatory%20Reporter%20Protocol.pdf) | Title IX | |
| SBCTC Policy Manual Ch. 3.20.40 (www.sbctc.edu/colleges-staff/policies-rule | Access for Gender Equality | VP of Student Services |

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