

Policy 235 - Non-Discrimination and Anti-Harassment

Lower Columbia College does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX, including in admission and employment. 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, 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 official has been designated to handle inquiries regarding this policy:

Name: Director of Security

Title: Interim Title IX / EEO Coordinator

Office: Student Center 110

1600 Maple Street, Longview, WA 98632

Phone: (360) 442-2300 Vice President for Student Success(360) 442-2270

e-mail: title9@lowercolumbia.edu

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

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 31, 2024
- Reviewed by UMCC and Governance Council via email: July 30, 2024
- Reviewed by the Executive Leadership Team: July 24, 2024
- Approved: July 13, 2022
- Reviewed by the Executive Leadership Team: July 13, 2022
- Approved: November 25, 2020
- Reviewed by the Governance Council: October 7, 2020

- Reviewed by UMCC: September 15, 2020
- Reviewed by the Executive Leadership Team: September 30, 2020
- Approved: January 26, 2015
- Campus Review: December 2-19, 2014
- Reviewed by the Leadership Team: November 24, 2014
- Reviewed by the Leadership Team: November 25, 2013
- Reviewed by Cabinet: November 20, 2013
- Adopted: February 23, 2009

Resources

Resource/Reference/Procedure	Unit Responsibility
Política administrativa 235 - No Discriminación y Antiacoso (lowercolumbia.edu/publications/administrative-policies/200/235_Spanish)	Human Resources
Procedure 235.1A Discrimination and Harassment - Grievance Procedure (lowercolumbia.edu/publications/administrative-policies/_assets/documents/235.1A.pdf)	Human Resources
Procedimiento 235.1A No discriminación y Anti-acoso - Procedimiento de quejas (lowercolumbia.edu/publications/administrative-policies/_assets/documents/235.1A_Spanish.pdf)	Human Resources
Procedure 235.2A Title IX Investigation Procedure (lowercolumbia.edu/publications/administrative-policies/_assets/documents/235.2A.pdf)	Human Resources
Procedimiento 235.2A - Título IX Procedimiento De Investigación (lowercolumbia.edu/publications/administrative-policies/_assets/documents/235.2A_Spanish.pdf)	Human Resources
Procedure 235.3A Discrimination & Harassment Employee Disciplinary Hearing Procedure (lowercolumbia.edu/publications/administrative-policies/_assets/documents/235.3A.pdf)	Human Resources
Procedimiento 235.3A - Título IX Procedimiento Disciplinario Para	Human Resources

Resource/Reference/Procedure	Unit Responsibility
Empleados (lowercolumbia.edu/publications/administrative-policies/_assets/documents/235.3A_Spanish.pdf)	
Procedure 235.4A Mandatory Reporter Protocol (Title IX) (lowercolumbia.edu/publications/administrative-policies/_assets/documents/235.4A.pdf)	Human Resources