

# McLennan Community College

## POLICIES AND PROCEDURES

Reference:	F-V-f	Effective Date	01/01/2021
Subject:	Equal Employment Opportunity Policy		
Source:	Board of Trustees		
Approval Authority:	Board of Trustees	Approval Date	01/01/2021
History:	Previously effective 05/28/2018, replaced policy dated 11/26/2001		
Remarks:			

McLennan Community College is dedicated to providing equal opportunities to all individuals and does not discriminate against any individual regardless of race, color, religion, national or ethnic origin, gender, disability, age, veteran status, genetic information, sexual orientation, gender identity, pregnancy, or other legally protected category in its educational programs, activities, or employment as required by Title VI and Title VII of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title IX of the Educational Amendments Act of 1972, and the Age Discrimination Act of 1978.

McLennan Community College also shall comply with existing federal and state laws and regulations, including the Civil Rights Act of 1964 (PL. 88-352) and Executive Order 11246 (Revised Order #4), where applicable, with respect to the admission and education of students, with respect to the availability of students loans, grants, scholarships, and job opportunities, with respect to the employment and promotion of teaching and non-teaching personnel, and with respect to the student and faculty activities conducted on premises owned or occupied by the College.

Inquiries regarding discrimination should be directed to the Title IX Coordinator or the Section 504/ADA Title II Coordinator. Grievances related to discrimination claims shall be administered using the Discrimination Resolution Process (*F-V-s*).