

# McLennan Community College

## POLICIES AND PROCEDURES

### McLennan Community College Policy Guide

Reference:	F-V-s	Effective Date:	12/01/2023
Subject:	Freedom from Discrimination, Harassment, and Retaliation		
Source:	President		
Approval Authority:	President	Approval Date:	12/01/2023
Approved by Leadership Team:	Benson:	Hills:	McKown:
History:	Replacing prior Discrimination Resolution Process (DRP) previously effective 08/14/2020		
Remarks:			

#### **Freedom from Discrimination, Harassment, and Retaliation**

This policy addresses complaints of discrimination, harassment, and retaliation related to sex and sexual violence, such as but not limited to sex discrimination, sexual harassment, sexual assault, dating violence, domestic violence, and stalking, and other protected characteristics, such as but not limited to, race, color, religion, national or ethnic origin, gender, disability, age, veteran status, genetic information, sexual orientation, gender identity, pregnancy, or other legally protected categories at McLennan Community College (MCC) for employees, students, visitors, and independent contractors, on the MCC campus or other property or facilities owned or used by the College.

As it relates to alleged Title IX violations, this policy provides procedures for both Federal Title IX regulations (34 C.F.R. 106) and S.B. 212 requirements. Where “See Guide” appears, please visit the *Discrimination, Harassment, and Retaliation (DHR) Resolution Process* for detailed instructions.

Note: The *Discrimination, Harassment, and Retaliation Resolution Procedure Guide* provides detailed information to assist parties who are implementing this policy. The guide is located on the College’s website (<http://www.mclennan.edu/employees/policy-manual/docs/F-V-S1.pdf>) and in the Offices of the Title IX Coordinator, Chief Human Resources Officer, the EEO Officer, and the ADA Officers. Records of all allegations, investigations, resolutions, and hearings will be kept by the Title IX Coordinator and the Office of Human Resources.