



## **BOARD POLICY**

**Subject:** College  
**Series 102:** Non-Discrimination Policy

Kirkwood Community College declares and affirms to its students, employees and to the public that it values and respects diversity and inclusion in all College-sponsored events, all employment practices, and all educational programs and activities. The College will not tolerate unlawful discrimination or harassment of persons involved in College events, programs, and activities and affirms its commitment to comply with all applicable federal and state laws, regulations and orders.

### Non-Discrimination in Educational Programs and Activities

Kirkwood Community College shall not engage in nor allow unlawful discrimination against individuals involved in its educational programs and activities on the basis of race, creed, color, sex, sexual orientation, gender identity, national origin, religion, age, disability or actual or potential parental, family or marital status.

Such discriminatory practices shall include but not be limited to:

- exclusion of a person or persons from participation in, denial of the benefits of, or other discrimination in any academic, extracurricular, research, occupational training, or other program or activity except athletic programs;
- denial of comparable opportunity in intramural and interscholastic athletic programs;
- or the exclusion of any person from any program or activity or employment because of pregnancy or related conditions dependent upon the physician's diagnosis and certification.

### Non-Discrimination in Employment Practices

Kirkwood Community College shall not engage in nor allow unlawful discrimination against any employee or applicant for employment. This includes all employment practices, hiring practices, and unwelcome harassment of applicants or employees based on race, color, national origin, creed, religion, sex, sexual orientation, gender identity, age, disability, genetic information or actual or potential parental, family or marital status.

Veteran status will also be respected and protected to the extent covered by law.

To ensure that equal opportunity and non-discriminatory behavior is afforded to all students, employees, and applicants, Kirkwood Community College recognizes the need for, and the implementation of, an Equal Employment Opportunity/Affirmative Action plan.

Date of Adoption: 01-23-75  
Date of Revision: 05-14-20  
Date of Review: 06-11-20

Legal Reference (Code of Iowa):  
Chapter 216

Related Administrative Rules and Regulations:

Title VI, Title VII, Civil Rights Act of 1964 (as amended by the EEO Act, 1972); Executive Order 11246 (as amended by Executive Order 11375), Equal Pay Act 1963; Age Discrimination in Employment Act, 1967 (as amended); Title IX of the Educational Amendments of 1972, Sections 503, 504 of the Rehabilitation Act of 1973 (as amended); Section 402 of the Vietnam Veterans Readjustment Assistance Act, Chapter 601A, Iowa State Code, Executive Order 15, City of Cedar Rapids Ordinance 54-74

Related State of Iowa Requirement for a Contact Person to Address Policy Questions or Complaints:

If you have questions or complaints related to compliance with the policy please contact the Vice President of Human Resources at Kirkwood Community College, 313 Kirkwood Hall, 6301 Kirkwood Blvd., SW, Cedar Rapids, IA 52404, Telephone: 319-398-5572, Email: [equity@Kirkwood.edu](mailto:equity@Kirkwood.edu) or the Director of the Office for Civil Rights U.S. Department of Education, John C. Kluczynski Federal Building, 230 S. Dearborn Street, 37th Floor, Chicago, IL 60604-7204, Telephone: 312-730-1560, Fax: 312-730-1576, Email: [OCR.Chicago@ed.gov](mailto:OCR.Chicago@ed.gov).