

Sussex County Community College
Policy No.: 200.6
Area: Human Resources
Adopted: November 25, 2013
Re-Adopted: April 24, 2018

200.6 Non-Discrimination Policy

PURPOSE OF THE POLICY

The purpose of the policy is to affirm that Sussex County Community College (“College”) is fully committed to the principles of non-discrimination and equal employment opportunity and shall comply with all federal and state anti-discrimination statutes and regulations.

GENERAL STATEMENT OF NON-DISCRIMINATION POLICY

No otherwise qualified individual shall be denied the benefits of or be subjected to discrimination in any program, activity, facility, employment or opportunity offered or sponsored by the College on the basis of race, creed, religion, color, national origin, ancestry, age, sex, sexual orientation, gender identity or expression, marital status (including domestic partnership and civil union status), atypical hereditary cellular or blood trait, disability, service in the United States armed forces or any other legally protected status.

Harassment on the basis of any of the foregoing protected characteristics is likewise prohibited as is retaliation against any individual filing a complaint or participating in any investigation conducted pursuant to this or any other of the College’s anti-discrimination policies.

The College will work collaboratively with qualified employees and students who require reasonable accommodations in order to access employment, programs, activities, facilities or other opportunities offered by the College.

Notices of the College’s policies on Non-Discrimination shall be publicized annually on the College’s website as well as in faculty and student handbooks. Administration shall develop and disseminate in a manner which is intended to reach all students, faculty, staff and visitors all legally required Notices of Non-discrimination and procedures to efficiently and effectively address claims of discrimination by students, applicants for admission, employees and applicants for employment and visitors.

Cross-References:

Policy 200.1	Policy Against Sexual Harassment
Policy 200.5	Title IX: Prohibition Against Sexual Discrimination/Sexual Violence
Policy 200.12	Equal Employment Opportunity Policy
Policy 200.13	Employment Practices Policy
Policy 200.44	Reasonable Accommodations

Policy 200.45 Grievance Policy for Claims of Discrimination
Sussex County Community College Student Handbook
Sussex County Community College Faculty Handbook

References:

Civil Rights Act of 1964:
Age Discrimination in Employment Act of 1967
§504 of the Rehabilitation Act of 1973
Age Discrimination Act of 1975
American with Disabilities Act of 1990
New Jersey Law Against Discrimination
Titles VII and IX of the Education. Amendments of 1972
Pregnancy Discrimination Act
Equal Pay Act
New Jersey Equal Pay Act
Genetic Information Non-Discrimination Act of 2008