

Policy 6.08

BCCC Equal Employment Opportunity, ADA, Non-Discrimination and Anti-Harassment (including Sexual Harassment) Policy

The College is dedicated to providing equal opportunities to all individuals regardless of race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity or other legally protected category. The College will provide all qualified individuals reasonable accommodations in the work and educational environment and ensure equal access to all College programs, activities and facilities. The College does not discriminate in admissions, educational programs, or employment on the basis of any factor outlined above or prohibited under applicable law. The College is committed to creating and maintaining an environment free of discrimination that is unlawful or prohibited by College policy. This prohibition against discrimination applies to College employees, students, visitors, contractors, or agents of the College and to anyone participating in a College-sponsored event or activity.

References

Legal References: Title VI & VII of the 1964 Civil Rights Act; Title IX of the Education Amendments of 1972; Executive Order 11246; Age Discrimination in Employment Act of 1975; Rehabilitation Act of 1973, Sections 503& 504; Americans with Disabilities Act as Amended; Equal Pay Act of 1963; North Administrative Code 26 NCAC 04.0101, NCGS §7A-751;7A-759; Veterans Readjustment Act of 1974 as amended (VEVRA); Uniformed Services

SACSCOC References: CS 4.5, 4.7

Cross References:

- [Sexual & Other Unlawful Harassment Policy](#)
- [Campus Sexual Violence Act / Violence Against Women Act \(SaVE Act/VAWA\) Policy](#)
- [BCCC Equal Employment Opportunity, ADA, Non-Discrimination and Anti-Harassment \(including Sexual Harassment\) Procedure](#)

History

Senior Staff Review/Approval Dates: 3/21/2016

Policy

Board of Trustees Review/Approval Dates: 4/5/2016

Implementation Dates: 7/1/2016

