
Anti-Discrimination Policy

POLICY STATEMENT

Yavapai College does not discriminate in its educational programs or in its employment practices on the basis of race, color, national origin, age, sex, sexual orientation, citizenship status, veteran status, gender identity, religion, disability or any legally protected classification. We are dedicated to the principle that an individual should be judged only by his/her qualifications, skills, and performance. All College activities will be conducted on a non-discriminatory basis. Individuals violating this policy are subject to disciplinary action.

Harassment is a form of discrimination when based on one of the above named qualities. Harassment is severe, pervasive, or persistent behavior which creates a hostile working or educational environment in violation of the law. Harassment also includes behavior which a reasonable person would consider an interference with employment or academic opportunities or performance. For a more complete discussion of prohibited harassment, see Policy 10.08 Prohibited Harassment.

Any member of the College community, including applicants, employees, and students, who believes that he or she has received discriminatory treatment in violation of this policy should follow the complaint procedure in Policy 10.05 Student and Employee Grievances Based on Discrimination, Harassment, Sexual Misconduct or Retaliation. Any individual who believes they have witnessed discriminatory treatment may report their observations to the Title IX Coordinator/Human Resources Director. College staff and faculty who become aware of incidents of sexual harassment, sexual assault, and sexual misconduct have a mandatory duty to report these incidents.

RELATED INFORMATION

POLICY HISTORY

Adopted 02/28/2017

Renumbered from 10.6 to 10.06 on 5/04/2018
