

## **Policies and Regulations**

### **NEPN Code: AC/STI**

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#### **Foundations and Basic Commitments**

##### **Equal Opportunity/Nondiscrimination**

Southeast Technical College believes that a valuable element of education is the development of respect for all individuals and seeks to provide equal access/equal opportunity for students, employees and the public to Southeast Tech programs and activities.

In an effort to provide a safe, respectful educational environment, Southeast Tech prohibits discrimination in its policies, employment practices, programs and activities on the basis of race, color, creed, religion, age, gender (including pregnancy), sexual orientation, disability, national origin or ancestry, military/veteran status, genetic information or any other category protected by law. Southeast Tech prohibits acts of discrimination toward any individual(s) while on Southeast Tech property or at Southeast Tech sponsored activities.

Southeast Tech prohibits discrimination against students on the basis of parental status, marital status, or pregnancy. Students will not be excluded from any program or activity, including any class based on the above.

Prohibited acts of discrimination include racial, sexual, ethnic or other types of slurs, insults, intimidation, harassment and other such conduct directed toward another person.

Southeast Tech will make reasonable modifications to its programs, facilities, employment practices and activities to accommodate otherwise qualified individuals with a disability, unless such modifications would impose an undue burden on the operation of the particular program, or would alter the fundamental nature or purpose of the program or position, or cause an undue hardship on Southeast Tech.

Violations of this policy may result in discipline up to and including expulsion for students, up to and including termination for employees and suspension from attending Southeast Tech activities for citizens.

Southeast Tech prohibits retaliation against any individual who reports a claim under this policy or participates in an investigation of any such claim.

Inquiries concerning equal opportunity/nondiscrimination or retaliation including Title VI, Title VII, or Title IX may be referred to the Civil Rights Officer, Vice President of Student Affairs and Institutional Research, 2320 North Career Ave., Southeast Technical College Mickelson Center, Sioux Falls, SD 57107.

Complaint procedures are outlined in regulation AC-R/STI.

Legal references:

Title VI of the Civil Rights Act of 1964 (discrimination based on national origin or race)  
Title VII of the Civil Rights Act of 1964 (discrimination based on race, color, creed, religion, gender (including pregnancy), national origin or ancestry)  
Title IX of the Education Amendments of 1972 (discrimination based on gender)  
Age Discrimination Act of 1975 (discrimination based on age)  
Genetic Information Non-discrimination Act (discrimination based on genetic information)  
Americans with Disabilities Act and Amendment Act (discrimination based on disability)  
Section 504 of the Rehabilitation Act (discrimination based on disability)  
Uniform Services Employment and Re-employment Rights Act (discrimination based on military/veteran status)

RELATED POLICIES:

GBAA/STI – GBAA-R/STI – Harassment (Personnel)  
JIAA/STI – JIAA-R/STI – Harassment (Students)

Policy		Board Action	(formerly 1000b, 3000b, 5000b & 6000b)
adopted:	07-08-85	22227	
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