

# Discrimination and Harassment

The College is fully committed to providing a learning and work environment that is free from prohibited discrimination. The College does not practice or condone discrimination based on race, color, national origin, religion, sex, gender, gender identity, sexual orientation, pregnancy, disability, genetic information, age, political affiliation, or veterans' status in the administration in any of its academic programs and employment practices.

[For issues related to Title IX, see procedure 03.03.07.01 – Title IX Sexual Harassment Procedure.](#)

[For issues related to all other types of unlawful discrimination and harassment, see Procedure 03.03.07.02 – Unlawful Discrimination.](#)

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**Policy Number:** 03.03.07/05.03.04

**Legal Reference:**

Title VI and VII of the Civil Rights Act of 1964; The Americans with Disabilities Act of 1990; Section 504 of the Rehabilitation Act of 1973; The Age Discrimination in Employment Act of 1967; Equal Pay Act of 1963; Title II of the Genetic Information Nondiscrimination Act of 2008; Title IX of the Higher Education Amendments of 1972; Lily Ledbetter Act; NC Equal Employment Practices Act; NC Retaliatory Employment Discrimination Act; Jeanne Clery Disclosure Act of Campus Security Policy and Campus Statistic Act of 1990; Campus Sexual Assault Victim's Bill of Rights of 1992; Violence Against Women Act of 1994; Campus Sexual Violence Elimination Act of 2013; and the Pregnant Workers Fairness Act of 2023.

**Adopted:** January 30, 2024

**Amended:** August 01, 2024; January 28, 2025

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