

Title: Equal Opportunity and Non-Discrimination

Gogebic Community College (GCC) creates an inclusive learning and working environment that recognizes the value and dignity of each person. It is the policy and practice of GCC to provide equal educational and employment opportunities regardless of age, race, color, religion, marital status, sex/gender, pregnancy, sexual orientation, gender identity, gender expression, height, weight, national origin, disability, political affiliation, familial status, veteran status or genetics in all programs, activities, services, employment and advancement including admissions to, access to, treatment in, or compensation in employment as required by state and federal law.

The College is committed to reviewing all aspects of its programs, activities, services and employment, including recruitment, selection, retention and promotion to identify and eliminate barriers in order to prevent discrimination on the basis of the listed protected characteristics. The College will not tolerate any form of retaliation against any person for bringing charges of discrimination or participating in an investigation. Any individual who believes they have experienced discrimination, been denied equal employment opportunity, or experienced retaliation, harassment, coercion, interference, or intimidation by an employee should promptly report such behavior immediately to their supervisor, respective Vice President, or Human Resources.

In accordance with the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973, Gogebic Community College shall adhere to all applicable federal and state laws, regulations, and guidelines with respect to providing effective communications and modifications as necessary to afford equal access to programs for qualified persons with disabilities and to ensure that no qualified individual shall be, by reason of disability, excluded from participation in, or be denied the benefits of the services, programs, or activities of GCC, or be subjected to discrimination by the College.

The College is committed to providing equal access to employment, educational programs, and activities for all individuals with disabilities. The College recognizes that students and employees with disabilities may need accommodations to have equally effective opportunities to participate in or benefit from the institutional educational programs, services and activities.

Inquiries related to Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination on the basis of handicap, should be directed to the Vice President of Student Services and Athletics.

State and federal laws that prohibit discrimination in employment and/or public education include, but may not be limited to, the following:

- Title VII of the Civil Rights Act of 1964: <https://www.eeoc.gov/>
- Title IX of the Education Amendments of 1972: <https://www.ed.gov/>
- Age Discrimination in Employment Act of 1967: <https://www.eeoc.gov/>
- The Equal Pay Act of 1963: <https://www.eeoc.gov/>

- Michigan Equal Pay Act: <https://www.michigan.gov/>
- The Americans with Disabilities Act: <https://www.ada.gov/>
- Section 504 the Rehabilitation Act of 1973: <https://www.ada.gov/>
- Pregnancy Discrimination Act: <https://www.eeoc.gov/>
- Genetic Information Nondiscrimination Act of 2008: <https://www.eeoc.gov/>
- Elliott-Larsen Civil Rights Act: <https://www.michigan.gov/>
- Michigan Persons with Disabilities Civil Rights Act: <https://www.michigan.gov/>

Title IX Sexual Harassment:

Gogebic Community College (GCC) is committed to providing a workplace and educational environment, as well as other benefits, programs, and activities, that are free from discrimination, harassment, and retaliation on the basis of sex. This policy was created to reflect that commitment and to ensure compliance with 20 U.S.C. 1681, “Title IX”, including the revisions of 34 CFR part 106. The College is committed to providing policies and procedures that offer a prompt, fair, and impartial response and process for those involved in an allegation of sexual harassment. GCC values and upholds the equal dignity of all members of its community and strives to balance the rights of the parties in the grievance process during what is often a difficult time for all those involved. The procedures supporting this policy can be found at: www.gogebic.edu/collegedata/title_ix.html

Any questions concerning Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex, should be directed to:

Vice President of Student Services and Athletics
Gogebic Community College
E-4946 Jackson Road
Ironwood, MI 49938
Telephone: (906) 932-4231, Ext. 211

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