

**POLICY TYPE: Administrative**

**POLICY TITLE: Students' Anti-Discrimination/Harassment and Due Process**

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Primary Administrator:	Senior Vice President of Student Development & Success
Location of Related Procedures:	Office of Senior Vice President of Student Development & Success Office of Vice President of Human Resources Office of Dean of Students

It is the policy of Madison Area Technical College (“Madison College”) to provide equal opportunity in educational programs and services to all persons regardless of a person’s age, race, creed, color, disability, marital status, sex, national origin, ancestry, sexual orientation, arrest record or conviction record, religion, parental status or pregnancy in its educational programs, admissions, activities, services or employment practices.

The Madison College seeks to be in compliance with all applicable state and federal antidiscrimination laws, including but not limited to, Title VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act, the Americans with Disabilities Act of 1990, the Civil Rights Act of 1991, the Carl D. Perkins of Vocational Education Act, the Guides of the Civil Rights Office for the Elimination of the Discrimination and Refusal of Services in Vocational Programs, the Civil Rights Restoration Act of 1987, 38.23, *Wis. Stats.*, other laws, executive orders, and/or administrative directives and applicable codes.

It is also the policy of the district to maintain an environment free of discrimination and harassment.

Discrimination is defined as: an unfairness or prejudice based on a person’s age, race, creed, color, disability, marital status, sex, national origin, ancestry, sexual orientation, arrest record or conviction record, religion, parental status or pregnancy in its educational programs, admissions, activities or employment practices.

Harassment is defined as unwanted, deliberate or repeated unsolicited comments, slurs, demeaning references, gestures, graphic materials, physical contacts, solicitation of favors, advances, bullying or other adverse treatment based on a protected group status when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, student status, or academic participation.
2. Submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting an individual.
3. The conduct has the purpose or effect of substantially creating an intimidating, hostile, or offensive environment which tangibly affects or interferes with an individual's job performance or other employment or academic opportunities.

Harassment is illegal if it is based on the following protected group statuses: age, disability, national origin, ancestry, race, color, record of arrest or conviction (which does not relate directly to the job, academic program, or student status), religion, creed, sex, sexual preference or marital status, or retaliation for having engaged in a prior equal rights complaint process.

Staff and student due process procedures exist for investigating and resolving discrimination and harassment allegations.

*May 2014*