

**THREE RIVERS COLLEGE
GENERAL ADMINISTRATION POLICY**

Section: 1000 General Administration	
Sub Section: 1200 Equal Opportunity	
Title: GAP 1200 Equal Opportunity	Page 1 of 2
Associated Regulations: SR 2210 Admission Requirements; PR 4840 Title IX for Employees; SR 2120 Title IX for Students; PR 4810 ADA and Reasonable Accommodation; SR 2115 Disability Services for Students	
References: Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000d et seq.; Section 504 of the Rehabilitation Act of 1973 (Section 504), as amended, 29 U.S.C. 794; Title IX of the Education Amendments of 1972 (Title IX), as amended, 20 U.S.C. 1681 et seq.; The Age Discrimination Act of 1975, as amended 42 U.S.C. 6101 et seq.; Title VII of the Civil Rights Act of 1964; Americans with Disabilities Act of 1990	
Supersedes: NA	
Responsible Administrator: College President	
Initial Approval: 04-14-2010	Last Revision: 08-19-2020

Three Rivers College is committed to providing equal opportunity in all areas of education, recruiting, hiring, retention, promotion, and contracted service. The college further commits itself to the policy that there shall be no unlawful discrimination against any person because of race, color, gender, sexual orientation, religion, age, disability, or national origin. The college does not sponsor non-residents for purposes of employment.

The College's equal opportunity policy extends to prohibitions against unlawful harassment of students or employees relating to the individual's race, color, religion, disability, age, sex, or national origin. This prohibition against harassment includes, but is not limited to, disparaging comments, written material, physical assaults, sexual harassment, verbal threats, and offensive pranks.

Students who believe that they have been harassed in violation of this policy should report the alleged harassment to the Chief of Student Services Officer. Employees who believe that they have been harassed in violation of this policy should report the alleged harassment to the Human Resource Office. All complaints of violation of this policy will be promptly investigated and appropriate action will be taken.

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DOCUMENT HISTORY:

- 04-14-2010:** Initial approval of policy GAP 1200 Equal Opportunity.
- 09-16-2015:** Revision of position title Vice President of Student Success to Chief Student Services Officer.
- 09-21-2016:** The College Board of Trustees approved the name change of the college from Three Rivers Community College to Three Rivers College.
- 08-19-2020:** Updates related to new Title IX Ruling.