

**BOARD POLICY SERIES NUMBER: 1015**

**TITLE: NONDISCRIMINATION POLICY**

Linn-Benton Community College is an equal opportunity employer. The college is strongly committed to equal opportunity in all of its programs, policies, procedures, and practices.

In accordance with requirements of state and federal law, college decisions will be made without regard to an individual's race, color, sex, sexual orientation, marital and/or parental status, religion, national origin, age, mental, physical disability or learning disability, Vietnam Era or disabled veteran status, opposition to safety and health hazards, application for workers' compensation benefits, or any other status protected under applicable federal, state, or local law, unless it is a bona fide occupational requirement reasonably necessary to the operation of the institution, as allowed by law.

Employees who cannot work on a given day of the week for a legitimate religious reason must communicate this to and obtain approval from their immediate supervisor.

This policy covers all aspects of the employment relationship, and admission to and treatment of students, in Linn-Benton Community College programs and activities.

Linn-Benton Community College's nondiscrimination policy will be actively enforced. This policy applies to all discriminatory conduct that denies benefits/privileges to an individual for unlawful reasons. Employees or students who believe they have been subjected to unlawful discrimination by employees or visitors, or employees who believe they have been subjected to unlawful discrimination by students, should report the alleged act immediately to the Affirmative Action Officer (AAO) or designee in Human Resources.

Students who believe they have been subjected to unlawful discrimination by other students should report the alleged act immediately to the dean of Student Services, or designee. If the complainants do not feel comfortable reporting to the AAO or Dean of Student Services, they should contact another member of Human Resources. Any employee, supervisor, or manager who is made aware of an alleged incident of discrimination will take immediate action to bring the matter to the attention of the most appropriate management authority, who will take action pursuant to this policy. Only the Affirmative Action Officer and dean of Student Services are authorized to investigate or delegate the investigation of unlawful discrimination.

DATE OF ADOPTION: 05/12/83

DATE(S) OF REVISION(S): 03/17/93; 09/17/93; 04/15/98; 10/18/06