

# Non-Discrimination and Anti-Harassment

Southeastern Community College is committed to providing a learning, working, and living environment that promotes respect, responsibility, communication, collaboration, critical thinking, and accountability in an environment free of unlawful harassment and discrimination. The College strives to create and maintain an environment in which individuals are treated with dignity, decency, and respect. The environment of the college should be characterized by mutual trust and the absence of intimidation, oppression, and exploitation. Employees/students should be able to work and learn in a safe yet stimulating atmosphere. The College considers unlawful discrimination and harassment in all its forms to be a serious offense. Accordingly, the College does not practice or condone unlawful harassment or discrimination in any form, against students, employees, or applicants on the grounds of race, color, national origin, ethnicity, religion, gender, gender identity, sexual orientation, genetic information, age, disability, or political affiliation, or any other legally protected classification. For that reason, the college will not tolerate unlawful discrimination or harassment of any kind.

Through education of employees/students and by enforcement of this policy, the college will seek to prevent, correct and discipline behavior that violates this policy. The College supports the protection available to members of its community under all applicable Federal Laws, including Title VI and VII of the Civil Rights Act of 1964 and 1991, Title IX of the Education Amendments of 1972, Sections 799A and 845 of the Public Health Service Act, the Equal Pay and Age Discrimination Acts, the Rehabilitation Act of 1973, the Americans with Disabilities ACT of 1990, and Executive Order 11375. ([Policy 2.14](#))