SUBJECT: Equal Opportunity/Non-Discrimination Policy

REVIEWED/REVISED: 7/2013; 7/2015; 7/2017

RELATED POLICY: Title IX—Sexual Misconduct Policy

PURPOSE: To communicate the College’s commitment and goals toward equal opportunity for students and employees.

Nebraska Methodist College is an equal opportunity, affirmative action employer and educational institution committed to creating an environment for all students and employees that promotes fairness, responsibility, ability and performance. NMC provides educational and employment opportunities without regard to, and does not discriminate on the basis of age, color, disability, family responsibilities (including pregnancy), familial status, gender identity or expression, marital status, national origin, political affiliation, race, religion, sex, sexual orientation, source of income, veteran status or other prohibited by law in its educational programs and activities. All programs and procedures are designed and administered in a manner intended to enhance, not limit, equal access.

The College is committed to complying with all applicable federal, state and local laws relating to equal opportunity, including the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA), as applicable. The foregoing Federal civil rights laws make it unlawful to retaliate against an individual for the purpose of interfering with any right or privilege secured by these laws. The ability of individuals to oppose discriminatory practices, and to participate in investigations conducted by the Office of Civil Rights (OCR) and other proceedings, is critical to ensuring equal opportunity in accordance with Federal civil rights laws. It is unlawful to retaliate against an individual because he or she made a complaint, testified, or participated in any manner in an OCR investigation or proceeding. Thus, once a student, instructor, staff or administration member complains formally or informally to NMC about a potential civil rights violation or participates in an OCR investigation or proceeding, the recipient (NMC) is prohibited from retaliating (including intimidating, threatening, coercing, or in any way discriminating against the individual) because of the individuals complaint or participation.

Under Title IX, discrimination on the basis of sex may constitute sexual harassment or violence - including, but not limited to, rape, sexual assault, sexual battery and sexual coercion. Compliance with Title IX is a shared responsibility of an entire institution, from top-level administration to individual staff members. NMC is required to investigate any complaints of gender discrimination. Any and all complaints or inquiries related to gender discrimination should be reported immediately to the Title IX Coordinator, so an investigation and corrective action can be taken. The Title IX Coordinator may be contacted at 402.354.7259 or at lindsay.snipes@methodistcollege.edu. Any student, faculty or staff member who engages in gender discrimination under Title IX may be subject to disciplinary action,
which may include termination of employment, dismissal from the College, and criminal penalties. (See the Title IX—Sexual Misconduct Policy for more information).