

**Title: Discrimination & Harassment including  
Title IX Compliance****Effective Date: 6/13/18**

It is the policy of Reading Area Community College to prohibit discrimination on the basis of race, color, sex, sexual orientation, gender identity, gender expression, religion, national or ethnic origin, age, pregnancy, predisposing genetic characteristic, disability, or status as a disabled or Vietnam Era veteran in regard to the administration of all campus programs, services and activities and the admission of students, employment actions, or other sponsored activities. Furthermore it is RACC's policy not to tolerate harassment of any type, including sexual harassment, of or by any employee, student, contractor, vendor, and/or visitor to Reading Area Community College.

In addition, it is the policy of Reading Area Community College not to discriminate on the basis of sex and gender in its educational programs and activities as required by Title IX of the Education Amendments of 1972. Title IX provides that "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance." Sex discrimination can include sexual harassment, sexual assault, intimate partner violence, and stalking. In accordance with the regulations of Title IX, RACC disseminates its non-discrimination statement in many official publications and announcements related to college business. This statement includes the name and contact information for the Title IX Coordinator, who is the College's officer responsible for addressing Title IX compliance concerns and response to allegations of discrimination on the basis of sex and/or gender.

**SOURCE/LEGAL REFERENCE: E-17-22****RELATED POLICIES/REGULATIONS:****BOARD OF TRUSTEES HAS REVIEWED AND REAFFIRMS: 6/13/18**

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| <b>SUPERCEDES:</b> | P-12-05                        | <b>Date:</b> 02/14/13 |
|                    | LSF9, 9/14/77, Revised 10/1/84 | 09/14/77              |
|                    | E-94-45                        | 11/09/94              |
|                    | E-98-4                         | 09/09/98              |
|                    | E-02-7                         | 05/14/03              |

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| <b>REPLACES:</b> | E94-46, Policy No. 842 | 11/09/94 |
|                  | Policy No. 845         | 09/19/72 |
|                  | Policy No. 841         |          |