

SOUTHWEST TENNESSEE COMMUNITY COLLEGE

Non-Discrimination on the Basis of Sex in Education

SUBJECT: Programs and Activities

EFFECTIVE DATE: July 1, 2000

Pursuant to Title IX of the Education Amendments of 1972, Sections 799A and 845 of the Public Health Service Act, and Regulations issued pursuant thereto (45 C.F.R. Parts 83 and 86), Southwest Tennessee Community College will not discriminate on the basis of sex in the education programs or activities of the institution. Southwest Tennessee shall ensure that equal opportunity and nondiscrimination exists on the basis of sex for students in all education programs and activities, including but not limited to the following: 1) recruitment and admission; 2) academic, extracurricular, research, occupational training, and other education programs; 3) rules on student life activities; 4) facilities; 5) access to course offerings; 6) counseling; 7) financial assistance; 8) employment assistance; 9) health and insurance benefits and services; 10) rules on marital or parental status; and 11) athletics.

In addition, Southwest Tennessee Community College shall ensure that no person, on the basis of sex, is excluded from participation in, denied the benefits of, or subjected to discrimination in employment under any education program or activity. Nondiscrimination in employment on the basis of sex shall include, but not be limited to, the following areas: 1) employment criteria; 2) recruitment and hiring; 3) promotion, tenure, demotion, transfer, layoff, termination, nepotism policies, and rehiring; 4) compensation; 5) job assignments, classifications, and descriptions, lines of progression and seniority lists; 6) leave; 7) fringe benefits; and 8) all other terms, conditions, and privileges of employment.

The grievance procedure for this policy shall be the same as that presented in the College's Affirmative Action Plan.

Source of Policy: Transition Team VII
Human Resources

Responsible Affirmative Action
Administrator: Officer
TBR Policy Reference: 5:01:02:00
2:02:10:01

Related Policy: _____

TBR Guideline Reference: N/A

Approved: _____
President

Date: July 1, 2000