Announcements

New Criminology and Criminal Justice Studies Program Student Handbooks are now available

Criminal Justice Web Site

hccfl.edu/cjt

By Dr. Mindy Neal

The Criminology and Criminal Justice Studies Program and Faculty would like to welcome all new and returning students to our program and to HCC. We understand that the Fall Semester can be very busy and overwhelming for many; as such, one of our primary goals is to make sure that our students are armed with the tools and resources they need in order to be successful in achieving their goals.

As a new or returning college student, you must take responsibility for your education. Toward this end, there are very simple strategies that you can employ to help you succeed and do well in your courses. First, go to class. While this seems simple enough, many students do not attend regularly and their grades suffer as a result. Along with attending class, be on time, be courteous, be prepared, and participate. Ask questions and get to know your professors. Our professors in the Criminology and Criminal Justice Studies Program will do anything to help you succeed; do not be afraid to ask questions or take advantage of their office hours.

In addition to your own accountability, HCC has many resources available to its students. These resources are invaluable to you as you navigate your way through your education and courses. Below is a list of resources and brief description of each. As a faculty member, I cannot stress enough how important these resources are and how much they can help you. It is simply up to you to take advantage of them and thereby set yourself up for success at HCC.

Advisors and Counselors:
Ask for advice or help. Having trouble figuring out what classes to take? See an academic advisor. The Criminology and Criminal Justice Studies Program has an advisor in the YPST Building to serve our students. Jodi Haller is available to you any time and can help you not only as a new student, but as a returning student working toward graduation. As students of the Criminology and Criminal Justice Studies Program you have access to a comprehensive web site filled with information that will help you not only as a new student, but as a returning student working toward graduation. The web site offers information on our degree and certificate programs, the crime scene program, courses we offer; our schedules for each term, faculty information, our online program, frequently asked questions by students, career information, a description of our learning tracks, text books for each of our courses, scholarship opportunities, the school calendar, and tuition and fees. In addition, we offer quick links to the following: program orientation, student orientation guide, student handbook, the Criminal Justice Newsletter, the Criminal Justice Student Association, program news, admissions, registration, the internship program, directed research and field studies. The web site is an invaluable tool and can be utilized by students as an online advising guide. Please visit: http://www.hccfl.edu/cjt.

Greetings to our readers:
Welcome to the first issue of the fourth volume of HCC’s Criminology and Criminal Justice Studies Program newsletter, Criminal Justice Today. This is a collaborative effort of the faculty and students of our program and hopefully will have something of interest for everyone.

Dr. Michael T. Reichard, Editor and Program Manager

HCC Criminal Justice Program on Facebook
www.facebook.com

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Announcements

Use the Criminal Justice Web Site and Program Guide for all your advising needs:
hccfl.edu/cjt

The Ybor City Campus Library:
The Ybor City Campus Library (LRC) provides materials to support the College curriculum. Their collections include circulating and reference books, electronic books, current periodicals, archived publications, electronic in-
A View From the Bench... The Discovery Process

By Judge Nick Nazaretian

Welcome back and welcome to the Fall 2013 semester. This is my second year in drafting these criminal justice articles for HCC. During our first year we began our journey through the criminal justice system here in the State of Florida. My last article dealt the appointment of attorneys for indigent criminal clients. The 50th anniversary of "Gideon" was also discussed as it relates to the representation of criminal defendants.

Our next step through the criminal justice system is the Discovery process. The criminal justice system in Florida is an adversary system. A basic principal within this system is of "openness" and "transparency". These concepts help guarantee a fair trial for the prosecutors and the accused. Discovery is in essence the exchange of legal information between the parties. In a criminal case the process usually begins with the police officer writing a CRA (criminal report affidavit) and police report of the incident. These reports will describe the incident and the witness list the evidence and the witness names. These documents will generally be the first documents the accused's defense attorney will receive. When the defendant gets officially charged, the Discovery process begins. Each side (State and Defense) will have an ongoing responsibility to exchange witness lists (to include any experts they intend to use), reports, and identify any and all evidence involving the case.

It is important to note all the evidence the State possesses has to be turned over, not just the evidence the state intends to use at trial. The State has one additional responsibility in that they must turn over to the defense any evidence or information exculpatory towards the defendant. This is called "Brady Evidence". Failure to do so may get the case dismissed and the prosecutor sanctioned.

Once the reports are turned over, both parties will schedule depositions of the witnesses prior to trial. The rules of who you can depose have changed over the years. The witnesses are designated into certain categories and in some cases the parties must seek Judicial permission to depose witnesses. The deposition is a sworn statement to what the witness saw, heard, found and generally knows about the case. The attorneys get to ask questions in order to "lock" the witness down on their trial testimony—with the idea that the witness said one thing in deposition and another at trial and therefore that inconsistency may be proof of fabrication, lack of credibility or lack of knowledge. Some defense attorneys do not take deposition of State witnesses in order not to disclose to the State any potential weaknesses in their cases. When a lawyer agrees to represent a client, he or she demands discovery from the state. The State has 15 days to respond with the discovery request. The defendant then has a reciprocal responsibility to disclose any evidence and any witness they intend to use in trial.

It is important to mention that all witnesses are subject to being questioned. The defendant is the exception to this rule. The 5th amendment protects the defendant from having to testify or have his deposition taken. In addition, the defense team does not have to disclose evidence or information that may hurt their case. The State, on the other hand, has to fulfill this obligation. If during the criminal trial a discovery issue arises, i.e. a discovery item was not disclosed, then the court must conduct a "Richardson Hearing" to decide if a party has violated the Rules of Criminal Procedure dealing with discovery obligations. Should the Court conclude a violation occurred, the court can sanction the party, including but not limited to exclusion of the evidence in question. The Discovery rules in Florida are an essential process that enables a fair trial for the citizens of our State and for the accused. As always you are welcome to come visit the Courthouse to see the criminal process first hand. Please let me know and I will arrange it. Until next time, Court is in recess.

Nick Nazaretian is an Adjunct member of the faculty of the Criminal Justice Studies Program and is a Circuit Court Judge in Hillsborough County.

Course Profiles... Communications & Report Writing

By: Randy Peters, M.Ed., M.S.

The Criminology and Criminal Justice Studies program is now offering a course on Communication and Report Writing. This is a brand new course that is being offered to students that is sure to enhance students’ professional edge in the competitive field of criminal justice. This course focuses on effective communication and writing skills that are necessary in the changing world of criminal justice. Communication and Report Writing was specifically developed to provide an overview of the principles of effective communication for the criminal justice professional. This includes written, verbal, and digital forms of communication. Students who take this course will be exposed to police report writing, correspondence, and preparing written summaries. Students will learn how to research statistics, texts, Internet, and intranet systems as well as to write and edit documents common to the justice system.

This course will definitely provide students with all the necessary communication skills to prepare them for the field of criminal justice. I will be the first to instruct this course and I am very thrilled about this course and know that the students will benefit from all it has to offer. I encourage all students at some point take this course to help them with their communication skills. Criminal Justice Communication and Report Writing is a must for those students who want to enhance their communication skills and increase their professional edge.

This course is required for those seeking the College Credit Certificate as a Criminal Justice Technology Specialist

Mr. Randy Peters is a Sergeant with the Tampa Police Department and a Senior Adjunct member of the faculty of the Criminology and Criminal Justice Studies Program.
Welcome Back to Our Students

Your Full Time Faculty Members

Dr. Michael T. Reichard  
Professor of Criminal Justice  
Program Manager, Criminology and Criminal Justice Studies Program

Dr. Mindy Neal  
Associate Professor of Criminal Justice  
Faculty, Criminology and Criminal Justice Studies Program

Ms. Cindy Moore  
Instructor of Criminal Justice  
Faculty, Criminology and Criminal Justice Studies Program

Your Returning Adjunct Faculty Members

David Aldred, J.D.  
Freddie Anderson, M.A.  
Brett Bartlett, M.Ed.  
Jada Bush, M.S.  
Leo Cadogan, II, M.S.  
Kevin Condon, M.S.  
Michael Cotignola, M.A.  
Edward Croissant, M.A.  
Thomas Cunningham, J.D.  
Rex Curry, J.D.  
Ronald DaSilva, M.S.

Lisa DeJordy, M.S.  
Susan Delage, M.S.  
Courtney Derry, J.D.  
Theresa DeWitt, M.S.  
Ernest Dinkels, Jr., M.S.  
Mario Ditroia, M.A.  
Dr. Darwin Driggers  
Marsh Amoy Fraser, M.S.  
David Goodman, M.A.  
Lisa Haber, M.S.  
David Hardy, J.D.

Judge Walter Heinrich, J.D.  
William Iler, Jr., M.S.  
Caroline Johnson Levine, J.D.  
James Malone, J.D.  
Richard McCafferty, Jr., M.S.  
O. J. McDonald, M.S.  
Dr. Kenneth Minton  
Robin Patrick Mirk, J.D.  
Dawn Myers, J.D.  
Judge Nick Nazaretian, J.D.  
Rick Ramirez, M.A.

Kim Seace, J.D.  
Judge Chris Sabella, J.D.  
Judge Chet Tharpe, J.D.  
Phillip Thompson, M.S.  
Shallyn Torok, M.S.  
Amber Warnock, M.S.  
Fitzroy Williams, M.A.  
Jacob Becker, B.A.  
Dale Hyder, B.A.  
Kathleen Kunde, B.A.

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dexes, and audiovisual materials. It also provides computer workstations to access databases and the Internet. HCC Libraries Online, The Library website, at www.hccfl.edu/library provides access to both HCC and all statewide community college holdings. These databases are available to HCC students with a valid student identification card. Librarians and skilled support staff are available to assist with research and the utilization of library resources and technologies. Additional information about library services and links to library resources are available at the Library website. The library hours are: Monday through Thursday 8 am to 8 pm; Friday 8 am to 4:30 pm. Library service is extended until midnight on weeknights, and more, by the “Ask a Librarian” state-wide reference service (http://libguides.hccfl.edu/askalibrarian).

Ybor City Career Resource Center:
The Ybor City Campus houses a Career Resource Center (CRC) staffed by professionals trained to assist you in selecting a career and mapping an educational pathway. The CRC has tools and services to help you assess your skills and interests, explore various occupations, and prepare you for the job search. Job Fairs are held each spring semester. The website is available 24-7 at: http://www.hccfl.edu/ssem/career-center.aspx.

The Criminology and Criminal Justice Studies Program wishes you all a great Fall Semester.

Dr. Mindy Neal is a full time member of the faculty of the Criminology and Criminal Justice Studies Program.
Focus on Crime... Florida’s Jimmy Ryce Act

By Brittany Martinez, Criminal Justice Student

It is clear that society holds a certain animosity toward sexually violent predators. State and federal officials nationwide have worked on limiting these offenses and rehabilitating sexual offenders for years. Florida has implemented an effective statute named the Jimmy Ryce Act. This Act, which is embodied in Florida Statute § 394, Part V, was created to protect society from sexually violent predators being released from prison directly into the general population. The Jimmy Ryce Act provides that certain inmates, upon release from incarceration, may be subject to civil proceedings and commitment to a secure facility for treatment. It is intended to apply only to sexual predators so dangerous that no less restrictive treatment alternatives are appropriate.

The purpose of Florida Statute § 394, Part V, is to provide sexually violent predators the necessary treatment for rehabilitation. Two mental health doctors are chosen by the Department of Children and Families to evaluate and interview an inmate with a qualifying sexual offense. Only one doctor has to find that the inmate should be civilly committed.

If a doctor has determined that the inmate has a qualifying diagnosis to be civilly committed, a judge will then conclude if there is probable cause to have a civil commitment trial. An Assistant State Attorney assigned to the trial is responsible for presenting testimony of the one or two doctors who have found that the Defendant has a mental abnormality or defect, a qualifying conviction, and any other evidence that demonstrates that the Defendant is a sexually violent predator. The judge or jury must then determine if the Defendant suffers from a mental abnormality that makes the Defendant a menace to society and likely to commit future acts of violence. If it is determined that the Defendant is dangerous, he is transported to the Florida Civil Commitment Center (FCCC) located in Arcadia, Florida. FCCC is a secure facility specifically designed to provide an environment that supports the treatment and rehabilitation of sex offenders. While at FCCC, the detainee must complete the sex offender treatment program, which generally takes about six years. Currently, there are an estimated 675 detainees at FCCC.

The Jimmy Ryce Act can be traced back to a heinous crime, which occurred on September 11, 1995. The nine year old victim’s name was Samuel James (aka Jimmy) Ryce. Jimmy had just exited the school bus at a bus stop near his home in a rural area of Miami Dade County. Jimmy disappeared and a thorough search was executed in the area of the disappearance, however he was never found. It was not until three months after the initial disappearance that a suspect was finally detained. On December 6, 1995, Juan Carlos Chavez was taken into custody by Metro Dade Police officers and FBI agents. While in police custody for a total of approximately fifty-two hours, Chavez voluntarily agreed to submit a written and oral confession regarding his involvement in Jimmy Ryce’s disappearance.

He also agreed to accompany officers and consent to a property search on two separate occasions where he showed officers the locations of his crimes. On December 8, 1995, Chavez gave a formal statement in which he admitted to kidnapping, raping, and murdering Jimmy Ryce. Chavez was found guilty of his criminal charges and is currently on death row for first degree murder as well as consecutive terms of life imprisonment with three year mandatory minimum sentences for the convictions of kidnapping and sexual battery.

State officials are careful when it comes to determining who is eligible for commitment and which cases meet the criteria of “clear and convincing” evidence. Two standards must be met to determine a sexually violent predator’s eligibility for civil commitment: 1) he has been convicted of an enumerated sexually violent offense; and 2) he suffers from a mental abnormality or personality disorder that makes the person likely to engage in acts of sexual violence if not confined in a secure facility for long-term control, care, and treatment per Florida Statute § 394.917(2).

The civil commitment’s purpose is to rehabilitate and provide treatment for sexually violent predators not punishment; therefore, civil commitment is not double jeopardy. By enacting this Act, it could be ensured that convicted predators who pose a serious danger or threat to society would not be granted a second chance to do so and would therefore be detained civilly until properly rehabilitated and cured.
Alpha Xi Delta - HCC Chapter, American Criminal Justice Association

By Ms. Cindy Moore, M.A.

The faculty of the Criminology and Criminal Justice Studies program are pleased to announce the application of a charter for the American Criminal Justice Association which formally commenced during the previous academic year. A primary goal of this chapter is to recognize academic achievement for students in the Criminology and Criminal Justice Studies program. Consistent with documented national chapter objectives, the ACJA/Alpha Xi Delta chapter will seek to: improve criminal justice through educational activities, foster professionalism in law enforcement personnel and agencies, promote professional, academic, and public awareness of criminal justice issues, encourage the establishment and expansion of higher education and professional training in criminal justice, provide a unified voice for professionals in, and students of, criminal justice, promote high standards of ethical conduct, professional training, and higher education within the criminal justice field.

We invite students who are interested in being a part of the American Criminal Justice Association to consider joining. With membership, students will receive a membership certificate, membership card, membership pin, ACJA/LAE logo decal, membership oath and symbolism booklet, access to national journals, access to job information and the opportunity to receive the Silver Key in recognition of an earned Associates Degree with a 3/5 to 4.0 GPA.

Focus on our Agencies ... Florida Department of Law Enforcement

By Rick Ramirez, M.A.

The mission of the Florida Department of Law Enforcement is to promote public safety and strengthen domestic security by providing services in partnership with local, state and federal criminal justice agencies to prevent, investigate and solve crimes, while protecting Florida’s citizens and visitors. FDLE provides re-source and technical assistance to 20 state attorney’s offices, 67 sheriff’s departments, and more than 400 other law enforcement agencies within the state of Florida. The department conducts independent investigations and coordinates multi-jurisdictional and special criminal investigations with local, state and federal authorities in five key investigative focus areas: major drugs, violent crime, public integrity, fraud/economic crime and domestic security. FDLE is also statutorily charged with coordinating counterterrorism preparedness and response efforts for the state of Florida.

SPECIAL AGENTS
FDLE Special Agents are sworn officers with statewide authority to investigate and enforce Florida’s criminal laws. Special Agents assist the state’s criminal justice community by providing a variety of services including: identifying and investigating organized and multi-jurisdictional crimes; apprehending fugitives; collecting and disseminating criminal intelligence information; investigating public corruption; seizing illegally obtained assets; dismantling criminal organizations; assisting in locating missing children; and providing protective services to Florida’s Governor and other dignitaries.

MINIMUM QUALIFICATIONS
Applicants must have four (4) years of sworn law enforcement experience; or a bachelor’s degree from an accredited college or university with a major in criminology/criminal justice, accounting, finance, computer science or related fields. Preference will be given to applicants with a bachelor’s degree from an accredited college or university. FDLE Special Agents must be willing to accept assignments anywhere in the state of Florida upon appointment.

Mr. Rick Ramirez is the Special Agent in Charge of FDLE’s Tampa Bay Region and a Senior Adjunct member of the faculty of the Criminology and Criminal Justice Studies Program.

Criminal Justice Student Association... Fall 2013 Happenings

By Ms. Cindy Moore, M.A.

The Criminal Justice Student Association is an active student club on the Ybor City Campus. The first meeting of the Fall 2013 semester took place on Wednesday, August 31, at 2pm in the YPST Building. The Criminal Justice Student Association welcomes all students who share an interest in Criminology and Criminal Justice Studies. Our student group is committed to community involvement, networking with criminal justice partners, and identifying ways to connect academics, community, and criminal justice.

Some of our planned events for the Fall 2013 term may include guest speakers, a jail tour, participation in the 19th Annual Tampa Police Memorial Run, and a community clean up effort.

Students interested in learning more about our club or joining the CJSIA, should feel free to attend our weekly meetings held on Wednesdays from 2:00-3:00pm in YPST Building Room 320 or contact Cindy Moore at: cmoore49@hccfl.edu.

Ms Cindy Moore is a full time member of the faculty of the Criminology and Criminal Justice Studies Program.
Did You Know:
In 2010, 7% of all households in the United States, or about 8.6 million households, had at least one member aged 12 or older who experienced one or more types of identity theft victimization.

From the U.S. Bureau of Justice Statistics, U.S. Department of Justice

REMINDER
A.S. Programs now have an Advisor located at the YPST Building: Jodi Haller Room 138

U.S. Transportation Security Administration Officers Train In Homeland Security with our Criminology Program

By Dr. Michael Reichard

With the start of the Fall 2013 semester, Forty-two officers from the Transportation Security Administration of the U.S. Department of Homeland Security began taking Homeland Security College classes with our program here at HCC. We are currently offering two sections of Introduction to Homeland Security exclusively for TSA officers and employees and this is just the beginning.

The Transportation Security Administration of the U.S. Department of Homeland Security has entered into an agreement with Hillsborough Community College to offer their officers and employees selected college classes. HCC is the latest college to join the TSA Associates Program. Our Program is a collaboration between the Criminology and Criminal Justice Studies Program at Hillsborough Community College and U.S. Department of Homeland Security, which allows TSA officers the opportunity to attend selected college courses with us and receive a TSA Certificate of Achievement and an HCC College Credit Certificate in Homeland Security when completed. The officers will then have the opportunity to continue their education by pursuing our associate’s degree in criminal justice with a homeland security emphasis.

In order to graduate from this program, the officers must complete three courses within our program: Introduction to Homeland Security, Transportation and Border Security, and Intelligence and Security Management. The program will take one year to complete with the officers taking one class each semester.

The TSA Associates Program began in 2008 with partnerships with local community colleges throughout the country. Since its beginning, nationally, more than 3,800 officers have enrolled in training programs, 1,364 have successfully completed the 9 credit certificate program, and 750 have gone on and continued their college education.

Dr. Michael T. Reichard is the Program Manager of the Criminology and Criminal Justice Studies Program.

New Homeland Security Courses Created

The HCC Criminology and Criminal Justice Studies Program has added two new courses in Homeland Security.

These two courses are currently scheduled to be offered by us to officers and employees of the U.S. Transportation Security Administration. We hope to offer these to all our students in the future.

Transportation and Border Security - DSC-2242

This course provides an overview of modern border and transportation security challenges, as well as different methods employed to address these challenges. The course covers a time period from post 9-11 to the present. The course explores topics associated with border security and security for transportation infrastructure, to include: seaports, ships, aircraft, airports, trains, train stations, trucks, highways, bridges, rail lines, pipelines, and buses. The course will include an exploration of technological solutions employed to enhance security of borders and transportation systems. Students will be required to discuss the legal, economic, political, and cultural concerns and impacts associated with transportation and border security. The course provides students with a knowledge level understanding of the variety of challenges inherent in transportation and border security.

Intelligence Analysis and Security Management - DSC-2590

This course examines intelligence analysis and its indispensable relationship to the security management of terrorist attacks, man-made disasters and natural disasters. It also explores vulnerabilities of our national defense and private sectors, as well as the threats posed to these institutions by terrorists, man-made disasters, and natural disasters. Students will discuss substantive issues regarding intelligence support of homeland security measures implemented by the United States and explore how the intelligence community operates.
Profiles of our Alumni... Brittany Martinez

By: Cindy Moore, M.A.

The Criminology and Criminal Justice Studies faculty continue to take pride in tracking the many successes of our alumni. This issue will highlight alumnus Brittany Martinez. Brittany completed her Associates degree from Hillsborough Community College and graduated in the Summer of 2013. Brittany was a Dean’s List honoree and an active student member in the Criminology and Criminal Justice Studies program.

In addition to her academic success in the classroom, Brittany connected her concern and compassion for animals into an internship with the Investigations unit of Hillsborough County Animal Services. In this setting, Brittany assisted with field investigations and animal welfare. Brittany’s internship supervisor was so impressed with her work and commitment, that a letter of recommendation was offered to her following the internship. Brittany also impressed her faculty at HCC. She was recommended as a potential tutor for Criminology and Criminal Justice students through the Academic Success Center and one of her research papers was identified as potential for publication.

When asked to reflect on her experiences at HCC and what advice she might offer future students, Brittany stated that students must be committed to working toward their goals both inside and outside of the classroom. Brittany also recommends avoiding procrastinating on assignments and exam preparation and soliciting feedback on rough drafts to maximize success. Brittany also recommends balancing all of life’s demands with academics and states that such balance “gives you the perfect opportunity to develop long lasting connections with peers, professors, and other professionals who share a passion and enthusiasm for your desired field.”

Since graduating from HCC, Brittany has enrolled at the University of South Florida. Brittany will pursue her Bachelor’s degree and states that she is prepared to continue in higher education as HCC “expanded my knowledge beyond what I previously knew about the criminal justice field and brought me closer to those pursuing my same profession/field.” Brittany will either pursue a career in law or begin a career focusing on Animal Cruelty Investigations.

Congratulations, Brittany! HCC is proud of what you have accomplished and our faculty look forward to witnessing your continued success.
Our Mission

The Criminal Justice Technology Undergraduate Studies Program is an undergraduate college program at Hillsborough Community College in which students can earn an Associate in Science Degree, an Associate in Applied Science Degree, a College Credit Certificate, as well as an Associate in Arts Degree in various Criminal Justice fields. Our graduates are preparing for careers in law enforcement, corrections, probation, the court system, and law.

The Criminal Justice Technology Undergraduate Program offers students a broad background in history, philosophy, organization, management and operation of the criminal justice system. This Program can be the start of a career in law enforcement, probation, corrections, crime scene and law.

Practicum Course Applications

In order to graduate, A.S. students are required to take (1) CCJ-2910, Directed Research and (2) CCJ-2940, Criminal Justice Internship, or CCJ-2949, Criminal Justice Field Studies.

Students wishing to register for these courses must submit an application in advance of registering. Applications should be submitted at least 6-9 months in advance to guarantee a seat. Students are not allowed to register for these courses until their application is approved.

Applications for the Internship and for Field Studies should be submitted to Dr. Reichard.

Applications for Directed Research should be submitted to Dr. Neal. Dr. Neal requests that within 2 weeks of submitting your application for Directed Research you email her at mneal@hccfl.edu to check on the status of your approval.

The applications and procedures can be found at: http://www.hccfl.edu/cjt

Criminal Justice Technology

Undergraduate Studies Program

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Criminal Justice Today

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NOTICE

Hillsborough Community College is an equal access/ equal opportunity employer that makes employment and education-related decisions without regard to race, color, gender, religion, national origin, age, disability, sexual orientation, mental status or any other bias that is or may be prohibited by laws. In addition, the college does not discriminate in employment practices or in the admission and treatment of students. HCC is committed to equitable treatment for all students and employees and to a learning and working environment free of discrimination and harassment for current as well as future students and employees. The college provides equal educational opportunities for qualified individuals with disabilities and complies with, as well as, supports the Americans with Disabilities Act.

Hillsborough Community College es una igualdad de acceso/igualdad de oportunidades empleador que toma las decisiones de empleo y relacionadas con la educación sin distinción de raza, color, sexo, religión, origen nacional, edad, discapacidad, orientación sexual, estado civil o cualquier otra cuestión que se considere prohibido por la ley. Además, la universidad no discrimina en las prácticas de empleo o en la admisión y el tratamiento de los estudiantes. HCC tiene el compromiso de un trato equitativo para todos los estudiantes y empleados y un ambiente de aprendizaje y de trabajo libre de discriminación y el acoso de los estudiantes actuales y futuros y los empleados. La universidad ofrece igualdad de oportunidades educativas para individuos calificados con discapacidades y cumple con, así como, apoya la Ley de Estadounidenses con Discapacidades.