

ADMINISTRATIVE RULES

Title: NON-DISCRIMINATION	Identification:	6HX-10-2.15
	Page:	1 of 1
	Effective Date:	April 22, 2015
Authority: SBE 6A-14.0261 FS 1001.64; 1001.65	Signature/Approval:	Dr. Ken Atwater

PURPOSE

This rule establishes policy for the College's Non-Discrimination Policy.

RULE

It is Hillsborough Community College's (HCC) policy that personnel, students and applicants for employee positions and admission to the College have the right to work and to attend classes in an environment free of discrimination, which includes freedom from harassment, based on sex, age, race, color, gender, religion, ethnicity, national origin, age, disability, pregnancy, sexual orientation (including gender identity), marital status, genetic information, protected veteran's status or affiliations. HCC prohibits harassment of its employees and students in any form. The College shall actively promote equal opportunity policies, procedures and practices that conform to laws prohibiting discrimination. The HCC community is committed to the elimination of conditions that create any form of discrimination. This commitment applies in all areas and to students, faculty, staff and the administration.

Discrimination, including sexual harassment, is expressly prohibited by this policy. Whether it is directed against individuals or groups and whether it is consciously malicious or thoughtlessly unkind, such behavior threatens the integrity of the community and the College.

The College assumes an affirmative posture to prevent and eliminate all forms of discrimination at College sites, events, and activities, which may include off campus and online social media platforms, by any student, employee, vendor, contractor or other community member. Any practice or behavior which constitutes discrimination will be timely addressed and will not be tolerated to prevent reoccurrence and to remedy its effects.

HCC strongly encourages the prompt reporting of all allegations of discrimination including discriminatory harassment. Personnel and students who experience or have knowledge of discrimination should contact the Office of Equity and Special Programs, which also includes the College's Title IX Coordinator.

All complaints will be thoroughly and objectively investigated without threat of retaliation. Where investigations confirm the allegations, appropriate corrective action will be promptly taken. Such conduct by an employee or student may result in disciplinary action, with appropriate action taken where needed. Retaliation against a complainant or participant in an investigation is prohibited and may result in disciplinary action.

History:

Adopted: 9/17/86; Revised: 5/17/95; Formerly: 6HX-10-2.001 (Employment of Personnel)