



EQUITY, DIVERSITY & SPECIAL PROGRAMS
HILLSBOROUGH COMMUNITY COLLEGE

NOTICE OF ZERO TOLERANCE DISCRIMINATION AND ANTI-HARASSMENT POLICY

Federal law and state law, including Title IX of the Educational Amendments Act of 1972, prohibit Hillsborough Community College (HCC) from discriminating against students or employees on the basis of protected characteristics, including, but not limited to: sex, sexual orientation or preference, gender, gender identity, race, color, religion, national origin, creed, citizenship status, ancestry, age, marital status, pregnancy, childbirth or related medical conditions, medical conditions including genetic characteristics, mental or physical disability, and military or veteran status. HCC supports a Zero Tolerance Policy for any form of workplace or school environment discrimination, including sexual harassment and bullying. Zero Tolerance means that every claim of harassment or discrimination is taken seriously, with a goal to deter and eliminate undesirable conduct. A Zero Tolerance Policy imposes automatic punishment for infractions of HCC's Non-Discrimination Policy and Retaliation Policy. This will be in effect regardless of an individual culpability. Anyone who violates this policy of zero tolerance is subject to appropriate disciplinary action, up to and including immediate termination or dismissal.

RETALIATION

HCC strictly prohibits all forms of unlawful harassment (including sexual harassment and sexual violence), discrimination or retaliation in any form. The College takes all complaints of harassment, discrimination and retaliation seriously and wants the opportunity to internally resolve any problems that may arise. No individual will be retaliated against or otherwise disciplined for reporting in good faith an incident of harassment, discrimination or retaliation or for participating in an investigation. The reporting individual and all parties participating in an investigation have the assurance of the College that no reprisals will be taken as the result of the complaint, unless the complaint was filed in bad faith or for an improper purpose. If any individual feels he/she has been retaliated against, he/she should immediately report the retaliatory conduct to the Title IX Coordinator and/or Chief Diversity Officer. [HCC's Notice of Non-Discrimination, Diversity and Inclusion](#) may be found on the Equity & Diversity webpage. You may also visit <https://www.hccfl.edu/about-us/equity-and-diversity/equity-hcc/equity-policies-procedures-and-forms>.

NOTICE OF ONSITE INVESTIGATION

The Office of Equity & Diversity is responsible for conducting onsite investigations regarding discrimination, harassment, retaliation, and Title IX complaints, which may allege illegal discrimination, sexual harassment, bullying, domestic violence, dating violence, or stalking. Fear of retaliation may also be included in a complaint. The investigation will be conducted by the **Elina "Tina" Bivins, MBA, JD - Manager, Equity and Title IX, who serves as the Title IX Coordinator. Contact Ms. Bivins via telephone (813) 253-7591, or e-mail her at ebivins2@hccfl.edu**. The purpose of the Title IX Coordinator is to ensure that the college maintains an environment for students and employees that is free from unlawful sex discrimination and offensive, unwanted conduct in all aspects of the educational experience, including academics and extracurricular activities. Every complaint is thoroughly, promptly, and equitably investigated. The Title IX Coordinator will contact you for an interview if you are a named party, or witness in the complaint. During the investigation process, all parties are required to be cooperative and compliant to all requests pertaining to the investigation.

For any questions, contact the Office of Equity and Diversity for the Title IX Coordinator or the undersigned.

Cheryl S. Gonzalez
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