



NON-DISCRIMINATION AND ANTI-HARASSMENT POLICY

Zane State College is committed to maintaining a workplace and an academic environment free of discrimination and harassment. Therefore, the College shall not tolerate discriminatory or harassing behavior by or against employees, vendors, customers, students or other persons participating in a College program or activity.

Employees and students are expected to assist in the College's efforts to prevent discrimination or harassment from occurring. Administrators, supervisors and employees who have been designated to act on behalf of the College are specifically responsible for identifying and taking proper action to end such behavior.

While the College does not tolerate any form of discrimination or harassment, the Non-Discrimination/Anti-Harassment Policy and related procedures are intended to cover discrimination and harassment based on protected class. Protected classes for purposes of this policy are sex, race, color, religion, national origin, ancestry, age, disability, Genetic Information Nondiscrimination Act (GINA), military status, sexual orientation, and gender identity and expression.

Anyone who is subjected to conduct that creates an intimidating or hostile environment, regardless if the conduct is based on a protected class, shall report the conduct to a person outlined in the Reporting Incidents and Reporting Incidents Involving Minors below. The full policy including definitions and examples may be viewed at <https://www.zanestate.edu/title-ix/>.