

Anti-Discrimination/Sexual Harassment Policies

In an effort to remind all faculty, staff and students of the College's policies prohibiting discrimination on the basis of race, sex, gender identity, color, national origin, sexual orientation, genetic information, religion, age, veteran status and/or disability under state and federal laws in any aspect of employment, admissions, access or treatment of its programs and activities, Human Resources is providing you with this document to address several related policies of Bristol Community College. Please be informed Emmanuel Echevarria is responsible for overseeing these matters as Bristol's Diversity & Title IX Officer. If you have any questions, concerns, or complaints of discrimination on the basis of these areas, you should contact Emmanuel at 774-357-2333. His office is located in the Hudnall Administration Building, Room D209H. You may also send your inquiries, concerns or complaints to diversitytitleIX@bristolcc.edu or to the Human Resources' fax number: 508-730-3278.

Employees who believe they have been subjected to harassment may file a complaint with the respective state agency and/or the United States Equal Employment Opportunity Commission (EEOC). Using the College's complaint process does not prohibit an employee from filing a complaint with these agencies. Each agency has a specific time period for filing a claim: the EEOC allows 300 days (may be longer in some circumstances), and the Massachusetts Commission Against Discrimination (MCAD) allows 300 days from the alleged incident or when the complainant became aware of the incident.

The United States Equal Employment Opportunity Commission (EEOC)

John F. Kennedy Federal Building, Room 475
Government Center
Boston, MA 02203
1-800-669-4000
617-565-3196 (fax)
TTY 1-800-669-6820
ASL Video 844-234-5122
www.eeoc.gov

The Massachusetts Commission Against Discrimination (MCAD)

Boston Office:
One Ashburton Place, Room 601
Boston, MA 02108
617-994-6000
617-994-6024 (Fax)
www.state.ma.us/mcad

New Bedford Office:
Demello International Center
128 Union Street
New Bedford, MA 02740
774-510-5801
774-510-5802 (Fax)

Worcester Office:
484 Main Street
Room 320
Worcester, MA 01641
508-453-9630
508-755-3861 (Fax)

Students may also file a complaint with the Massachusetts Commission Against Discrimination at the address listed above or with the United States Department of Education's Office for Civil Rights (OCR). The OCR allows 180 days (may be longer in some circumstances) from the alleged incident or when the complainant became aware of the incident for filing a claim.

The United States Department of Education Office for Civil Rights

Boston Office
Office for Civil Rights
US Department of Education
8th Floor
5 Post Office Square
Boston, MA 02109-3921
Telephone: 617-289-0111
FAX: 617-289-0150; TDD: 800-877-8339
Email: OCR.Boston@ed.gov
ww2.ed.gov/Office_of_Civil_Rights

Compliance

Bristol Community College complies with both the intent and spirit of appropriate federal and state anti-discrimination laws including Title VI and Title VII of the Civil Rights Acts of 1964, Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990.

Statement of Equal Opportunity and Affirmative Action

Bristol Community College wholeheartedly supports and encourages the development of action programs designed to promote the employment and advancement of women, Blacks, Hispanics, Asians, Native Americans, persons with disabilities, and Vietnam-era Veterans as a means of assuring compliance with the provisions of campus Affirmative Action plans.

The College firmly supports the concept of equal opportunity without regard to an individual's race, sex, gender identity, color, national origin, sexual orientation, genetic information, religion, age, veteran status and/or disability as it applies to his/her employment, admission to and participation in the College's programs and activities, provision of services, and selection of vendors who provide services or products to the College.

Statement on Sexual Harassment

Sexual harassment is sex discrimination and, therefore, a violation of federal and state law. It is the policy of Bristol Community College that no member of the College community may sexually harass another. For purpose of this policy and consistent with federal regulations, sexual harassment is defined as follows:

Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. submission to such conduct is made either explicitly or implicitly as a term or condition of an individual's employment or academic work,
2. submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such individual, or
3. such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working or academic environment.

It is the policy of Bristol Community College to protect the rights of all persons within the College community by providing fair and impartial investigations of all complaints brought to the attention of appropriate officials. Any member of the College community found to have violated this sexual harassment policy will be subjected to appropriate disciplinary action.

The Diversity & Title IX Officer is directed to take appropriate measures to inform each member of the College community of this policy statement and to follow the procedures, in conjunction with the President's Office, for filing, hearing, and resolving complaints.

Statement on Gender Discrimination

Bristol Community College is committed to ensuring equality and avoidance of gender discrimination. Therefore, it is the policy of the College to exclude, in all College publications and communications, the use of language that perpetuates gender bias. College employees are encouraged to use gender-neutral language. In selecting textbooks and readings of the very highest quality, faculty is encouraged to select those that are free of gender bias.