

# McLennan Community College

## POLICIES AND PROCEDURES

Reference:	F-V-f	Effective Date	04/30/2024
Subject:	Equal Employment Opportunity Policy		
Source:	Board of Trustees		
Approval Authority:	Board of Trustees	Approval Date	04/30/2024
Approved by Leadership Team:	Benson:	Hills:	McKown:
History:	Previously effective 01/01/2021, replaced policy dated 05/28/2018, 11/26/2001		
Remarks:			

McLennan Community College is dedicated to providing equal opportunities to all individuals and does not discriminate against any individual regardless of race, color, religion, national or ethnic origin, gender, disability, age, veteran status, genetic information, sexual orientation, gender identity, pregnancy, or other legally protected category in its educational programs, activities, or employment as required by Title VI and Title VII of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title IX of the Educational Amendments Act of 1972, and the Age Discrimination Act of 1978.

McLennan Community College also shall comply with existing federal and state laws and regulations, including the Civil Rights Act of 1964 (PL. 88-352) and Executive Order 11246 (Revised Order #4), where applicable, with respect to the admission and education of students, with respect to the availability of students loans, grants, scholarships, and job opportunities, with respect to the employment and promotion of teaching and non-teaching personnel, and with respect to the student and faculty activities conducted on premises owned or occupied by the College.

Inquiries regarding discrimination should be directed to the Title IX Coordinator or the Section 504/ADA Title II Coordinator. Grievances related to discrimination claims shall be administered using the Discrimination, Harassment, and Retaliation Resolution Process (F-V-s).

Texas Education Code §51.3525, prohibits Texas community colleges from engaging in or allowing certain initiatives related to diversity, equity, and inclusion, with limited exceptions. In accordance with Texas Education Code §51.3525, all full-time and part-time employees (exempt and non-exempt), full-time and part-time faculty (regardless of tenure classification or status), and all contractors of the institution shall comply with the requirements set out in Texas Education Code §51.3525. Suspected violations of TEC §51.3525 should be reported to the EEO Officer or Office of Human Resources. Violation of this policy may result in disciplinary action, including, but not limited to, termination of employment.