

Nondiscrimination/EEO

Last Revised: 28 April 2011

Refer Questions To: Compliance Manager, Administration & Operations

Related Policy:

- *3.01 EEO/Affirmative Action (A&O Manual)*

Scope

This policy applies to all Clerc Center teachers, staff, and students.

Policy

The Clerc Center is an equal opportunity employer/educational institution and does not discriminate on the basis of race, hearing status, disability, religion, color, national origin, age, sex, covered veteran status, marital status, personal appearance, sexual orientation, family responsibilities, matriculation, political affiliation, source of income, place of business or residence, pregnancy, childbirth, or any other unlawful basis. This policy is in compliance with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Rehabilitation Act, the Age Discrimination in Employment Act, the District of Columbia Human Rights Act, and other applicable laws. This nondiscrimination and equal opportunity policy also applies to all students (residential, local, or commuter), staff members, and teachers.

The Clerc Center's policy of nondiscrimination and equal opportunity applies to every aspect of its operations and activities. For instance, for students, this nondiscrimination policy applies to admissions, its educational programs and activities, and its residence education programs and activities. For staff members and teachers, this nondiscrimination policy applies to applicants and current employees with respect to, but not necessarily limited to, recruitment, hiring, placement, promotion, transfer, reassignment, reappointment, tenure, demotion, selection for training, layoff, furlough, termination, compensation, and all other conditions or privileges of employment. Notices of nondiscrimination are posted in conspicuous places to be viewed by all students, staff members, and teachers.

Unless there is a legitimate, nondiscriminatory reason, an individual cannot be treated differently so as to interfere with or limit the ability of that party from participating in or benefiting from the services, activities, or privileges afforded to all members of the Clerc Center community. Individuals or groups who engage in discrimination will be subject to corrective action, up to and including termination from employment (for employees) or dismissal from the Clerc Center (for students).

To further demonstrate its commitment to equal employment opportunities, the University has established a completely voluntary affirmative action plan to promote the employment and advancement of deaf and hard of hearing people, disabled individuals, and members of

traditionally underrepresented groups, women, disabled veterans, and veterans of the Vietnam era.

Applicants are requested to voluntarily provide information relative to ethnicity, sex, hearing status, disability, and veteran status. This information is maintained confidentially and is used for affirmative action purposes only.

Reporting Discrimination

The vice president or administrative designee is responsible for ensuring compliance with this policy. Students should contact the principal at (202) 651-5031 (Voice/Videophone) or director with any questions about the application of this policy. Employees should contact the executive director, administration & operations, at (202) 651-5346 (Voice/Videophone) with any questions. Complaints of alleged violations of this policy can be filed using Clerc Center's grievance procedures, which can be found in the *Parent-Student Handbook* or online at www.gallaudet.edu/documents/clerc/grievanceprocedures.pdf.

Approved by: Senior Leadership Team (SLT)