

<b>COASTAL ALABAMA COMMUNITY COLLEGE</b>			
<b>Policies and Procedures Manual</b>			
Title:	<b><u>Equal Employment and Educational Opportunities</u></b>		Approved by:
Insert:	02.06	Date:	04/01/2022
Replace:		Date:	06/01/2023
Reviewed:		Date:	06/01/2023
Remove:		Date:	

*Warren King*

**POLICY / PURPOSE:**

It is the policy of Coastal Alabama Community College to ensure compliance with Alabama Community College System (ACCS) [Board Policy 601.01](#).

Coastal Alabama Community College is an Equal Opportunity Educator and Employer. It is the policy of the College that no student or other person because of age or race/color, national origin, sex, religion, disability, or the like shall be excluded or limited from participation in or be denied the benefits of any college program or activity. Coastal Alabama Community College facilities and devices are in compliance with the Americans with Disabilities Act (ADA).

Coastal Alabama Community College complies with non-discriminatory regulations under Title VI, Title VII, and Title IX of the Civil Rights Act of 1964; Title IX Educational Amendment of 1972; Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990.

**SCOPE:**

This policy applies to all Coastal Alabama Community College students and employees during any activity involving the College, including the workday. In addition, visitors, vendors, contractors, and all other non-employees may be expected to recognize and comply with College policies.

**DEFINITIONS:**

There are no definitions applicable to this policy.

**DETAILS:**

1. Inquiries of recipients concerning the application of the above regulations and their implementing regulations may be referred to the College’s Human Resources Office at 251-580-2108 or [HR@coastalalabama.edu](mailto:HR@coastalalabama.edu) or the Office for Civil Rights.
2. Employees and Students should also refer to the College’s policies prohibiting harassment and discrimination.

**PROCEDURE(S):**

**Employee Complaint Procedure**

1. Refer to the [Employee Complaints and Grievances Policy](#).

**Student Complaint Procedure**

1. Refer to the [Student – Formal Complaints Policy](#).

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*Warren Gray*

**ADDITIONAL PROVISIONS/INFORMATION:**

Refer to the [Employee Complaints and Grievances Policy](#).  
Refer to the [Student – Formal Complaints Policy](#).