



College of The Albemarle Policy

Policy Number: 3.3.7

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Title: Discrimination and Harassment

Related Policy and Procedures: Procedure 3.3.7.1 Title IX Sexual Harassment; Procedure 3.3.7.2 Unlawful Discrimination and Harassment

Division of Responsibility: Human Resources

College of The Albemarle is fully committed to providing a learning and work environment that is free from prohibited discrimination. The College does not practice or condone discrimination based on race, color, national origin, religion, sex, gender identity, sexual orientation, pregnancy, disability, genetic information, age, political affiliation, or veterans' status in the administration in any of its academic programs and employment practices.

The College will promptly and effectively address any such discrimination of which it has knowledge using the following procedures:

For issues related to Title IX sexual harassment, see Procedure 3.3.7.1 Title IX Sexual Harassment.

For issues related to all other types of unlawful discrimination and harassment, see Procedure 3.3.7.2 Unlawful Discrimination and Harassment.

Legal Reference: Title VI and VII of the Civil Rights Act of 1964; The Americans with Disabilities Act of 1990; Section 504 of the Rehabilitation Act of 1973; The Age Discrimination in Employment Act of 1967; Equal Pay Act of 1963; Title II of the Genetic Information Nondiscrimination Act of 2008; Title IX of the Higher Education Amendments of 1972; Lily Ledbetter Act; NC Equal Employment Practices Act; NC Retaliatory Employment Discrimination Act; Jeanne Clery Disclosure Act of Campus Security Policy and Campus Statistic Act of 1990; Campus Sexual Assault Victim's Bill of Rights of 1992; Violence Against Women Act of 1994; Campus Sexual Violence Elimination Act of 2013; the Pregnant Workers Fairness Act of 2023.

June 13, 2023

April 8, 2025

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Date Approved by Board of Trustees

Date of Last Review

Date of Last Revision