



## College of The Albemarle Policy

**Policy Number: 5.3.4**

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**Title: Discrimination and Harassment**

**Related Policy and Procedures: 3.3.7 Discrimination and Harassment (Employees)**

**Division of Responsibility: Student Success and Enrollment Management; Human Resources**

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

For issues related to sexual harassment, assault and violence, see Procedure 5.3.4.1 Title IX Sexual Harassment and Sexual Violence.

For issues related to all other types of unlawful discrimination and harassment, see Procedure 5.3.4.2 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; and the Pregnant Workers Fairness Act of 2023

June 13, 2023

October 10, 2023

October 10, 2023

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**Date Approved by Board of Trustees**

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**Date of Last Review**

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**Date of Last Revision**