H.1.1 (Policy) Civil Rights: Equal Education and Employment Opportunities
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Board Adoption: 10-28-14
Last Board Action: 7-27-21
Last Reviewed: 8-29-2023

This policy applies to employees, students, the workplace and learning environment, and all educational programs and activities. The College District prohibits discrimination, harassment and retaliation against any employee, student, or applicant for employment or admission to the educational programs or activities on the basis of protected criteria, including but not limited to, race, color, national origin, ancestry, sex, gender, pregnancy, sexual orientation, transgender status, gender identity, gender expression, religion, creed, citizenship status, physical or mental disability, age, marital status, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), genetic information, domestic violence victim status, and any other protected category under applicable local, state or federal law.

Any member of the campus community, guest or visitor who acts to deny, deprive or limit the educational or employment opportunities of or access to or participation in educational programs or activities, benefits, services, or facilities of any employee or student on the basis of actual or perceived membership in the protected classes listed above is in violation of this College District policy prohibiting discrimination, harassment, and retaliation. When brought to the attention of the College District, any such discrimination, harassment, or retaliation will be investigated and appropriately remedied by the College District according to the civil rights procedures based on this policy. The College District designates the following employee as the lead person to coordinate efforts to comply with responsibilities under Title IX/VII/IV/ADA/504 and other civil rights statutes:

Alamo Colleges District Title IX/ VII/IV/ADA/504 Coordinator

Name: Linda Boyer-Owens
Position: Associate Vice Chancellor Talent, Organization and Strategic Innovation
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Attachment A. identifies the Title IX Coordinator Organization, including the Title IX Coordinators designated at each College.

Attachment A: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator Organization.

Legal Reference – TASB Community College Policy Reference Manual
FA(LEGAL)-Equal Educational Opportunity
DAA(LEGAL)-Equal Employment Opportunity