

Human Resources [5.15 & 4.14 Discrimination and Harassment] – Archived

Status: *Rescinded and Archived*

Original Board of Trustees Approval: 8-26-2024

Rescinded Date: 6-16-2025

Original Procedures Reference: [\[4.14.1 & 5.17.1 Title IX Sexual Harassment\]](#)

Note: This policy has been rescinded and is no longer in effect. It is retained here for historical reference only. Please refer to the current policies for up-to-date guidance.

Archived Policy:

The 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 Title IX sexual harassment, see Procedures 4.14.1/5.17.1– Sexual 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.