

Harassment and Non-Discrimination - Overview



Butler Community College is committed to nondiscrimination on the basis of race, color, religion, sex, gender identity, national origin, age, disability, veteran status, sexual orientation, genetic information, marital status, political affiliation or other legally protected category. This includes, but is not limited to admissions, employment, financial assistance, placement, recruitment, and educational programs or activities, as required by applicable laws and regulations. Lack of English language skill is not a barrier to admission and participation in educational programs and activities. Any person having inquiries regarding disability support services or Butler Community College's compliance with the regulations implementing Title VI, Title VII, Title IX and the Americans with Disabilities Act of 1990 is directed to contact the coordinators who have been designated to coordinate the educational institution's efforts to comply with the regulations implementing these laws.

Title VII Contact - Shelley Stultz, AVP of Human Resources

Title IX Coordinator - Sherri Conard, Director of First Year Experience

Section 504 Coordinator - Teresa Eastman, Director of Disability Services

Harassment and Non-Discrimination - Policy Summary

Policy Statement

Butler Community College is committed to providing a workplace and educational environment, as well as other benefits, programs, and activities, that are free from discrimination, harassment, violence and retaliation. Butler Community College prohibits any form of discrimination, harassment, violence, threats or attempts to inflict and/or aid in inflicting violence against an employee or student based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, genetic information, marital status, political affiliation and/or any other status protected by federal, state or local law and/or because the person opposed unlawful discrimination and/or participated in an investigation or complaint concerning unlawful discrimination. For purposes of this Policy, these prohibitions apply to Butler Community College, students, faculty members, administrators, trustees, agents, volunteers, contractors, visitors, invitees or persons subject to the supervision and control of Butler Community College.

To ensure compliance with federal and state civil rights laws and regulations, and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the educational program or activity, the College has internal policies and procedures that provide a prompt, fair, and impartial process for those involved in an allegation of discrimination or harassment on the basis of protected class status, and for allegations of retaliation. The College values and upholds the equal dignity of all members of its community and strives to balance the rights of the parties in the grievance process for all those involved.

The core purpose of this policy is the prohibition of all forms of discrimination. Sometimes, discrimination involves exclusion from activities, such as admission, athletics, or employment. Other times, discrimination takes the form of harassment or, in the case of sex-based discrimination, can encompass sexual harassment, sexual assault, stalking, sexual exploitation, dating violence or domestic violence. When an alleged violation of this policy is reported, the allegations are subject to resolution using Butler Community College's Title IX Informal or Formal Grievance process, determined by the Title IX Coordinator.

When the Respondent is a member of the college community, a grievance process may be available regardless of the status of the Complainant, who may or may not be a member of the College's community. This community includes, but is not limited to, students, faculty, administrators, staff, trustees, and third parties such as guests, visitors, volunteers, invitees, and campus camp attendees.

Title IX Coordinator

The Title IX Coordinator oversees implementation of Butler Community College's policy on harassment and nondiscrimination. The Title IX Coordinator has the primary responsibility for coordinating the College's efforts related to the intake, investigation, resolution, and implementation of supportive measures to stop, remediate, and prevent discrimination, harassment, and retaliation prohibited under this policy.

Independence and Conflict-of-Interest

The Title IX Coordinator manages the Title IX Team and acts with independence and authority free from bias and conflicts of interest. The Title IX Coordinator oversees all resolutions under this policy. The members of the Title IX Team are vetted and trained to ensure they are not biased for or against any party in a specific case, or for or against Complainants and/or Respondents.

To raise any concern involving bias or conflict of interest by the Title IX Coordinator, or to report misconduct or discrimination committed by the Title IX Coordinator, contact the Butler Community College President. Concerns of bias or a potential conflict of interest by any other Title IX Team member, or reports of misconduct or discrimination committed by any other Title IX Team member, should be reported to the Title IX Coordinator.

Administrative Contact Information

Complaints or notice of alleged policy violations may be made internally to:

Sherri Conard
Title IX Coordinator
Director of First Year Experience
715 E. 13th Street
Office 5002C
Andover, KS 67002
316-323-6373
sconard@butlercc.edu

TITLE IX TEAM MEMBERS

- Assistant Director of Human Resources/Staff Development
- Vice President of Student Services
- Associate Vice President of Student Services
- Director of Residence Life
- Admissions Counselor/Academic Advisor
- Assistant Director, Educational Technology

Butler Community College has determined that the following administrators are Officials with Authority to address and correct harassment, discrimination, and/or retaliation. In addition to the Title IX Team members listed above, these Officials with Authority listed below may also accept notice or complaints on behalf of the College.

- President
- Vice Presidents
- Associate Vice Presidents
- Deans
- Associate Deans
- Directors
- Department of Public Safety

The College has designated all **full-time** employees as Mandated Reporters. Any knowledge they have that a member of the campus community is experiencing harassment, discrimination, and/or retaliation must be reported to the Title IX Coordinator. The College strongly encourages all part-time employees to also report incidents of harassment and discrimination.

Inquiries may also be made externally to:

Office for Civil Rights (OCR)
U.S. Department of Education
400 Maryland Avenue, SW
Washington, D.C. 20202-1100 Customer Service Hotline #: (800) 421-3481

Harassment and Non-Discrimination - How to Report

Butler Community College wants employees and students to be able to report incidents that could potentially be violations of our policies.

Any type of harassment/discrimination issue related to sex/gender, should be reported to the Title IX Coordinator.

Any type of harassment/discrimination issue related to an employee that is NOT related to sex/gender, should be reported to the AVP of Human Resources.

Any type of harassment/discrimination issue related to a student that is NOT related to sex/gender, should be reported to the VP of Student Services.