

## EQUAL EMPLOYMENT OPPORTUNITY

Northwestern Michigan College is an Equal Opportunity/Affirmative Action Employer. It shall be the policy of Northwestern Michigan College to comply with federal and state laws and regulations prohibiting discrimination and to comply with all requirements and regulations of the U.S. and Michigan Department of Education.

Northwestern Michigan College does not discriminate in admission, campus activities, education, employment, housing, public accommodation or public service on the basis of age, color, disability, handicap, height, marital status, national origin, political affiliation, race, religion, sex, sexual orientation, veteran's status, or weight. No act of retaliation shall occur to any person making a charge, filing a complaint, testifying or participating in any discrimination investigation or proceeding.

Any alleged violation of this policy must be processed as a complaint in accordance with the Northwestern Michigan College grievance procedure for complaints of discrimination. This policy is subject to the Northwestern Michigan College grievance procedure for complaints of discrimination.

The Northwestern Michigan College policy of nondiscrimination shall not be construed as creating a cause of action based upon discrimination in addition to those causes of action provided by state and federal law.

Director of Human Resources	(or)	Coordinator of Benefits and Human Resources
Preston N. Tanis Building		Preston N. Tanis Building
Northwestern Michigan College		Northwestern Michigan College
1701 E. Front Street		1701 E. Front Street
Traverse City, Michigan 49686		Traverse City, Michigan 49686
(616) 922-1025		(616) 922-1148

Questions, concerns, or complaints regarding Northwestern Michigan College's nondiscrimination policies or procedures, Title IX compliance, or compliance with the Americans with Disabilities Act as related to **student concerns** may be directed to:

Vice President for Educational Services	(or) Coordinator of Diversity and Advising Services
Preston N. Tanis Building	Center for Learning, Osterlin Library
Northwestern Michigan College	Northwestern Michigan College
1701 E. Front Street	1701 E. Front Street
Traverse City, Michigan 49686	Traverse City, MI 49686
(616) 922-1373	(616) 922-1043

Any inquiry may also be directed to:

Michigan Civil Rights Commission  
1200 Sixth Avenue  
Detroit, Michigan 48226  
(313) 256-2578

(or)

Equal Employment Opportunity Commission  
1801 L Street, NW  
Washington, D.C. 20507  
(202) 663-4264

The Director of Human Resources, in conjunction with the appropriate faculty and staff, is responsible for the development and publication of any procedures or guidelines which may be necessary to administer this policy effectively.

### **AUTHORIZATION OF STAFF POLICY**

President's authorization: \_\_\_\_\_

Date authorized: \_\_\_\_\_

Effective Date: \_\_\_\_\_