

<b>POLICY TITLE:</b>	Affirmative Action, Equal Opportunity, Non-Discrimination, and Title IX
<b>POLICY NUMBER:</b>	AP 401
<b>RESPONSIBLE SYSTEM:</b>	Talent
<b>ACCOUNTABLE MANAGER:</b>	Director of Student Development and Associate Vice President - Talent and Culture
<b>OWNER:</b>	Vice President – Student Services and Vice President – Finance and Administration
<b>ADOPTED:</b>	03-16-2021
<b>REVIEWED:</b>	02-04-2025
<b>REVISED:</b>	01-11-2024

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## Scope:

This Policy applies to all members of the Moraine Park Technical College Community, including, but not limited to, its students, employees, and applicants for employment or enrollment.

## Policy Statement:

It is the policy of Moraine Park Technical College to maintain an Affirmative Action and Equal Opportunity Compliance Plan that ensures equal opportunity and nondiscrimination for all employees, students, and non-employees by demonstrating its commitments and efforts toward equal employment opportunities and equal educational program opportunities that are conducive and supportive of cultural and ethnic diversity.

The College's equal employment initiatives include, but are not limited to, recruitment, selection, hiring, training, promotion, transfer, layoff and return from layoff, compensation, and

benefits. In response to an employee's request, reasonable accommodations will be provided for employees with disabilities and for religious practices. The College's equal educational program opportunities include, but are not limited to, access to courses and programs; admissions; student policies and their application; counseling, guidance, and placement services; financial assistance; work study programs; and extracurricular activities.

The College will, in conformance with applicable law, work to recruit, train, and place minority, disabled, and female persons for positions where these groups are presently under-utilized

The MPTC President appoints an Equal Opportunity Officer – Employees and an Equal Opportunity Officer – Students, who have responsibility for developing, coordinating, and monitoring all of the College's compliance activities. The MPTC President appoints a Title IX Coordinator – Employees and a Title IX Coordinator – Students. The Title IX Coordinators have joint responsibility for oversight of the Title IX activities, training, and investigations.

The College is also committed to creating and maintaining a campus community that is free from sexual harassment and sexual violence and is safe and inclusive for all members of the campus community.

Title IX of the Education Amendments of 1972 prohibits sex-based discrimination and harassment in educational programs or activities at institutions that receive Federal financial assistance. Title IX states:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Title IX also prohibits discrimination based on pregnancy, marital status, or parental status and protects a student's right to take necessary medical leave and to be free of harassment, intimidation, or other discriminatory actions because of pregnancy-related conditions. Sexual harassment and sex discrimination are also prohibited by Title VII of the Civil Rights Act of 1964 and other applicable law.

"Sexual Harassment" is a form of discriminatory harassment and is prohibited. The College has adopted the following definition of "sexual harassment" in order to address the special environment of an academic community, which consists not only of employer and employees, but of students as well.

"Sexual harassment" is conduct on the basis of sex that qualifies as one or more of the following:

- Quid pro quo sexual harassment
- Hostile environment sexual harassment

- Sexual assault
- Domestic violence
- Dating violence
- Stalking
- Technological abuse

The College prohibits sex discrimination and sexual harassment. If you believe that you have been discriminated against on the basis of sex or sexually harassed, you may follow the College's Sexual Harassment and Discrimination Grievance Procedure without fear of retaliation. All parties are assured a prompt investigation. To receive information about informal and formal options and grievance procedures available, please contact either of one of the College's TIX Coordinators at (262) 335-5881 or (920) 929-2139. You can also learn more by reviewing the Sexual Harassment and Discrimination Grievance Procedure.

Any additional questions should be directed to MPTC Equal Opportunity Officer at 235 N. National Avenue, P.O. Box 1940, Fond du Lac, WI 54936-1940, 920-924-6355 or 920-924-3445.

### Reason for the Policy:

The purposes of this policy are to maintain the College's Affirmative Action and Equal Opportunity Compliance Plan, to prohibit unlawful discrimination and sexual harassment in all educational programs and activities at the College, and to meet the College's responsibilities under Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, The Wisconsin Fair Employment Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Pregnancy Discrimination Act, the Equal Pay Act, the Rehabilitation Act of 1973, the Genetic Information Nondiscrimination Act of 2008, and other applicable law.

### Associated Procedures:

Procedure Number	Procedure Title
<a href="#">PR 401.01</a>	Harassment and Discrimination Reporting
<a href="#">PR 401.02</a>	Title IX Sexual Harassment and Discrimination Grievance
<a href="#">PR 401.03</a>	Employee Disability Accommodation

### Policy History:

Enter Policy History Here - Brief description of any revision to the policy.

Revision Date	System/Author	Description
02-17-2021	Student Services/Talent/Stettbacher	Creation

03-22-2022	Faeh/Schwamn/Mendoza	Update
01-11-2024	Student Services/Talent	Updated titles
07-30-2024	Student Services/ Lieburn	2024 Title IX revised regulations updates
02-04-2025	Student Services – Schwamn/ Talent – McCreary	2024 Title IX regulations were revoked and reverted back to 2020 regulations; reverted to previous policy with minor language updates.

## Review Action:

Review Action	Reviewed	Approved
President's Cabinet Review	03-16-2021	03-16-2021
President's Cabinet Review	07-30-2024	07-30-2024
President's Cabinet Review	03-25-2025	03-25-2025

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