

DISCRIMINATION AND HARASSMENT CONCERNS

Clackamas Community College is a diverse community that provides equal opportunity in employment, activities and its programs. It is the policy of the College and its Board that there will be no discrimination or harassment in any education programs, activities, or employment on the grounds of race, color, religion, ethnicity, use of native language, national origin, sex, sexual orientation, gender, gender identity, marital status, disability, veteran status, age, genetic information or any information or any other status protected under applicable federal state or local laws. Lack of English language skills will not be a barrier to admission and participation in career and technical education programs. Persons having questions about equal opportunity and discrimination should contact the Human Resources Director of Operations in Barlow Hall at the Oregon City campus, vickidu@clackamas.edu.

Any student who feels that they have been subject to discrimination or harassment based on any of the grounds above should contact the Human Resources Director of Operations and complete the **discrimination complaint form**. All complaints will be appropriately investigated. Links to detailed procedures for specific types of discrimination or harassment are presented below. The Human Resources Director of Operations will identify which process applies to the student's concern and direct them to the compliance officer responsible for investigating the student's case.

AMERICANS WITH DISABILITY ACT (ADA) GRIEVANCE PROCEDURE (for concerns regarding discrimination against disabled students based on their disability)

Please refer to administrative regulation for ADA Grievance Procedure: [ADA Grievance Procedure Flowchart](#)

Felicia Arce
Disability Coordinator
Section 504 Disability Coordinator
503-594-3181
felicia.arce@clackamas.edu

SEX-BASED DISCRIMINATION/MISCONDUCT REPORTING (for allegations of sexual harassment, domestic violence, dating violence, stalking, and/or assault)

Please see procedure for Sex-Based Discrimination/Misconduct: www.clackamas.edu/titleix

OTHER DISCRIMINATION COMPLAINT PROCEDURE (discrimination or harassment on other grounds listed above)

Please refer to administrative regulation for Discrimination Complaint Procedure: <http://policy.osba.org/clackcc/AB/AC%20R%20G1.PDF>

OTHER CONTACTS AND RESOURCES

Any of the following people can help assist students with questions or concerns related to discrimination or harassment.

Melissa Richardson

Chief Human Resources Officer

Title IX Coordinator

Title VI Compliance Officer

503-594-3009

melissa.richardso@clackamas.edu

Vicki Hedges

Director of Operations, Human Resources

Title IX Deputy Coordinator

503-594-3087

vickidu@clackamas.edu

John Ginsburg

Director, Student Life

Title IX Coordinator for Students

503-594-3030

john.ginsburg@clackamas.edu