



Equal Opportunity and Nondiscrimination in Employment and Education Riverland Policy # 1B.1

PURPOSE:

Riverland Community College is committed to providing an environment of nondiscrimination in employment and education. Harassment and discrimination have no place in a learning or work environment. In order to provide equal opportunities for all students and employees, the college adopts Minnesota State Board Policy 1B.1 Equal Opportunity and Nondiscrimination in Employment and Education in full as its Nondiscrimination in Employment and Education Policy and Procedure.

APPLICABILITY:

Riverland Community College is an equal opportunity employer and educator. Equal opportunity means that an individual cannot be treated unfairly because of personal characteristics that are protected under the law. Protected characteristics include: race, color, national origin, religion, creed, sex, marital status, familial status, sexual orientation, age, and disability, status with regard to public assistance, and membership or activity in a local human rights organization.

SCOPE:

This policy shall apply to all individuals affiliated with Minnesota State Colleges and Universities, including but not limited to, its students, employees, applicants, volunteers, agents, and Board of Trustees, and is intended to protect the rights and privacy of both the complainant and respondent and other involved individuals, as well as to prevent retaliation or reprisal.

DEFINITIONS:

Designated officer positions at Riverland Community College are defined as:

- Dean of Student Affairs
- College Human Resources Officer
- College Diversity Officer

DOES THIS POLICY HAVE A PROCEDURE? Yes

- Any individual who believes they have been or is being harassed is encouraged to report the incident to a designated officer. The report/complaint should be brought as soon as possible after an incident occurs.
- Any student, faculty member or employee who knows of, receives information about or receives a complaint of discrimination/harassment is strongly encouraged to report the information or complaint to a designated officer.

- Administrators and supervisors **shall** refer allegations of conduct that they reasonably believe may constitute discrimination or harassment under Board Policy 1B.1 to the designated officer, or in consultation with the designated officer may inquire into and resolve such matters.

See also [Procedure 1B.1.1 Report/Compliant of Discrimination/Harassment Investigation and Resolution](#).

LIST RELATED POLICIES, PROCEDURES OR FORMS:

[Minnesota State 1B.1 Equal Opportunity and Nondiscrimination in Employment and Education Procedure 1B.1.1 Report/Compliant of Discrimination/Harassment Investigation and Resolution](#)

Federal Laws:

[Title VII of the Civil Rights Act of 1964](#)

[Age Discrimination in Employment Act \(ADEA\) of 1967](#)

[Equal Pay Act of 1963 \(EPA\) as amended](#)

[Pregnancy Discrimination Act \(PDA\) of 1978](#)

[Americans with Disabilities Act \(ADA\) of 1990, as amended, Title I](#)

[Genetic Information Nondiscrimination Act \(GINA\) of 2008](#)

State Laws

[Minnesota Human Rights Act, M.S.363A.08](#)

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Responsible Division / Author: Human Resources/Human Resources Officer

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