

Policy of Non-Discrimination

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 is an Equal Opportunity Employer.

Northwestern Michigan College does not discriminate in admission, campus activities, education, employment, housing, public accommodation or public service on the basis of age, color, creed, disability, handicap, height, marital or familial status, national origin, political affiliation, race, religion, sex, sexual orientation, service in the military, veteran's status, weight, or any other legally protected status under federal, state, or local law. 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 of Non-Discrimination must be processed as a complaint in accordance with the Northwestern Michigan College Discrimination and Harassment Complaint Staff Procedure (1497.01).

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.

For employment questions, concerns or complaints, contact:

Executive Director of Human Resources Preston N. Tanis Building Northwestern Michigan College 1701 E. Front Street Traverse City, Michigan 49686 (231) 995-1025	(or)	Coordinator of Benefits and Human Resources Preston N. Tanis Building Northwestern Michigan College 1701 E. Front Street Traverse City, Michigan 49686 (231) 995-1148
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For student questions, concerns, or complaints, contact:

Dean for Student Services Preston N. Tanis Building Northwestern Michigan College 1701 E. Front Street Traverse City, Michigan 49686 (231) 995-1039	(or)	Vice President for Educational Services Preston N. Tanis Building Northwestern Michigan College 1701 E. Front Street Traverse City, Michigan 49686 (231) 995-1373
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Any inquiry may also be directed to:

Michigan Civil Rights Commission
 Capital Tower Building
 110 W. Michigan Ave., Suite 800
 Lansing, MI 48933
Phone: (517) 241-6300
Fax: (517) 335-3883
TTY: (517) 335-3881
<http://www.michigan.gov/mdcr>

(or) Equal Employment Opportunity Commission
 1801 L Street, N.W.
 Washington, D.C. 20507
Phone: (202) 663-4900
TTY: (202) 663-4494
<http://www.eeoc.gov>

Detroit Field Office (EEOC)
 Patrick V. McNamara Building
 477 Michigan Avenue, Room 865
 Detroit, MI 48226
Phone: (1-800) 669-4000
Fax: (313) 226-4610
TTY: (1-800) 669-6820
<http://www.eeoc.gov.detroit/index.html>

For matters concerning employment, the Executive Director of Human Resources, in conjunction with the appropriate faculty and staff, is responsible for the development and publication of any procedures or guidelines that may be necessary to administer this policy effectively.

For matters concerning students, the Vice President for Educational Services, in conjunction with the appropriate faculty and staff, is responsible for the development and publication of any procedures or guidelines that may be necessary to administer this policy effectively.

President's authorization _____ Date 12/20/06

Initially adopted as D-1104.00 and D-1104.01 December 9, 1996
Revised June 15, 2004-Statement of Means separated from Statement of Principle
Revised by incorporating paragraphs from D-1104.00 and D-1104.01 and renumbered D-503.01
December 20, 2006