

Non-Discrimination Policy (Handbook)

It is the official policy of the Alabama Community College System and Coastal Alabama Community College that no person shall, on the grounds of race, color, disability, gender, religion, creed, national origin, or age, be excluded from participation in, be denied the benefits of, or be subjected to discrimination or harassment under any program, activity, or employment. The College encourages any students or employees who believe that they have been subjected to harassment on the basis of race, color, or national origin, to report the harassment to the College, and note the College's commitment to take immediate action to eliminate the harassment, prevent its recurrence, and address its effects. Any students or employees found to engage in acts of discrimination or harassment on the basis of race, color, or national origin, will be promptly disciplined and may include, if circumstances warrant, suspension or expulsion for said students and employees. Coastal Alabama Community College complies with nondiscriminatory regulations under Section 504 of the Rehabilitation Act of 1973, as amended, Title II of the Americans with Disabilities Act (ADA), Title IV, VI, and IX of the Civil Rights Act. Questions or concerns regarding Section 504 of the Rehabilitation Act of 1973, as amended, Title II of the Americans with Disabilities Act (ADA) should be directed to the ADA Coordinator on the appropriate campus.

The President of Coastal Alabama Community College has assigned responsibility for Titles IV, VI, and IX as follows:

- Students with questions or any concerns, including discrimination or harassment, that are academic in nature should contact the Instructional Affairs Office (251) 580-2289.
- Students with questions or any concerns, including discrimination or harassment, that are non-academic in nature should contact the Dean of Enrollment Management (251) 580-2103.
- Employees and other individuals who have questions or any concerns, including discrimination or harassment, should contact the Senior Personnel Officer (251) 580-4849.

These individuals can be contacted at the following address: Coastal Alabama Community College, 1900 U.S. Highway 31 South, Bay Minette, Alabama, 36507. Information on the College's nondiscrimination policy will be made available in large type upon request. Also this information will be read to any person making the request. Also, the College will distribute the statement in languages other than English, as necessary.