



Anoka-Ramsey Community College Healthcare/Nursing Pathways (H2P) DOL TAACCCT Grant

EQUAL OPPORTUNITY IS THE LAW

It is against the law for Anoka-Ramsey Community College, as a recipient of Federal financial assistance to discriminate against any individual in the United States on the basis of: race, color, religion, sex, national origin, age, disability, political affiliation or belief; and against any beneficiary of programs financially assisted under Title I of the Workforce Investment Act of 1998 (WIA), on the basis of the beneficiary's citizenship/status as a lawfully admitted immigrant authorized to work in the United States, or his or her participation in any WIA Title I-financially assisted program or activity.

The college must not discriminate in any of the following areas:

- a) deciding who will be admitted, or have access, to any WIA Title I-financially assisted program or activity;
- b) providing opportunities in, or treating any person with regard to, such a program or activity; or
- c) making employment decisions in the administration of, or in connection with, such a program or activity.

WHAT TO DO IF YOU BELIEVE YOU HAVE EXPERIENCED DISCRIMINATION

If you think that you have been subjected to discrimination under a WIA Title I-financially assisted program or activity, you may file a complaint within 180 days from the date of the alleged violation with either:

Nora Morris, Dean of Institutional Research (Discrimination and Harassment Officer)
Anoka-Ramsey Community College
763-433-1632
Nora.Morris@anokaramsey.edu

Orrin Nyhus, Director Public Safety (Discrimination and Harassment Officer)
Anoka-Ramsey Community College
763-433-1346
Orrin.Nyhus@anokaramsey.edu

or the Director, Civil Rights Center (CRC), U.S. Department of Labor, 200 Constitution Avenue NW, Room N-4123, Washington, DC 20210.

If you file your complaint with the college, you must wait either until the college issues a written Notice of Final Action, or until 90 days have passed (whichever is sooner), before filing with the Civil Rights Center (see address above).

If the college does not give you a written Notice of Final Action within 90 days of the day on which you filed your complaint, you do not have to wait for the college to issue that Notice before filing a complaint with CRC. However, you must file your CRC complaint within 30 days of the 90-day deadline (in other words, within 120 days after the day on which you filed your complaint with the college).

If the college does give you a written Notice of Final Action on your complaint, but you are dissatisfied with the decision or resolution, you may file a complaint with CRC. You must file your CRC complaint within 30 days of the

date on which you received the Notice of Final Action. (Minnesota State Colleges and Universities (MnSCU) Board of Trustee Policy 1B.1 and procedure apply to all Colleges and Universities within the MnSCU system. The link is: <http://www.mnscu.edu/board/policy/1b01.html>)

Section 504 of the Rehabilitation Act of 1973

The purpose of this part is to effectuate Section 504 of the Rehabilitation Act of 1973, and amended by the Rehabilitation Act Amendments of 1974 which is designed to eliminate discrimination on the basis of handicap in any program or activity receiving Federal financial assistance.

Title IX, Age Discrimination Act of 1975

It is the purpose of this chapter to prohibit discrimination on the basis of age in programs or activities receiving Federal financial assistance. Pursuant to regulations prescribed under section 6103 of this title, and except as provided by section 6103(b) of this title and section 6103(c) of this title, no person in the United States shall, on the basis of age, be excluded from participation, in be denied the benefits of, or be subjected to discrimination under, any program or activity receiving Federal financial assistance.

Section 188 of the Workforce Investment Act of 1998

Federal financial assistance for the purpose of applying the prohibitions against discrimination on the basis of age under the Age Discrimination Act of 1975 (42 U.S.C. 6101 et seq.), on the basis of disability under section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794), on the basis of sex under title IX of the Education Amendments of 1972 (20 U.S.C. 1681 et seq.), or on the basis of race, color, or national origin under title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d et seq.), programs and activities funded or otherwise financially assisted in whole or in part under this Act are considered to be programs and activities receiving Federal financial assistance.

No individual shall be excluded from participation in, denied the benefits of, subjected to discrimination under, or denied employment in the administration of or in connection with, any such program or activity because of race, color, religion, sex (except as otherwise permitted under Title IX of the Education Amendments of 1972 (20 U.S.C. 1681 et seq.)), national origin, age, disability, or political affiliation or belief.

Grievance:

Anyone who believes that they have been subjected to an act of discrimination based on the laws as outlined above may file a complaint or as appropriate a grievance with

Orrin Nyhus, Director Public Safety (Discrimination and Harassment Officer)
Anoka-Ramsey Community College
763-433-1346
Orrin.Nyhus@anokaramsey.edu

Acknowledgement:

I hereby acknowledge that I have received a copy of this statement describing my rights under these laws and the procedure to file a grievance.

Signature _____

Date _____