

# JCCC Nondiscrimination Statement

---

Johnson County Community College is a place where freedom of expression and civility are encouraged. In valuing diversity, the college recognizes the individual differences based on unique ethnic, cultural, gender and political backgrounds, and the differences represented by staff in age, education and physical ability. In a diverse environment, it becomes the responsibility of each employee to respect these individual differences and to refrain from imposing personal viewpoints on other staff or students.

All personnel policies of the Johnson County Community College shall be applied without regard to a person's race, color, age, sex, religion, genetic information, marital status, national origin, disability, veteran's status, sexual orientation or other factors which can not be lawfully considered, to the extent specified by applicable federal and state laws.

Johnson County Community College does not discriminate on the basis of sex, race, color, national origin, disability, age, religion, genetic information, marital status, veteran's status, sexual orientation, or other factors that cannot be lawfully considered in its programs and activities as required by all applicable laws and regulations. Inquiries concerning the college's compliance with its non-discrimination policies may be referred to the Dean of Student Success or Executive Director of Human Resources, Johnson County Community College, 12345 College Blvd, Overland Park, KS 66210, 913-469-8500 Call: 913-469-8500; or to Office for Civil Rights, Kansas City Office, U.S. Department of Education, One Petticoat Lane, 1010 Walnut Street, Suite 452, Kansas City, MO 64106, Telephone: 816-268-0404, Facsimile: 816-268-0559 Call: 816-268-0559, email OCR.

Ethics Report Line (<http://www.jccc.edu/about/leadership-governance/administration/audit-advisory/ethics-line>) - A resource for college employees to report ethical issues in confidence.

College Policies (<http://www.jccc.edu/about/leadership-governance/policies>) - A detailed list of policies approved by the JCCC board of trustees.