



**NONDISCRIMINATION/  
HARASSMENT/  
SEXUAL VIOLENCE  
(System Policy 1B.1)**

NONDISCRIMINATION/ HARASSMENT/ SEXUAL VIOLENCE (RCTC Policy 1B.1)

Rochester Community and Technical College endorses and is committed to Minnesota State College and Universities Board Policy of Equal Opportunity and Nondiscrimination in Employment and Education opportunities. It is Rochester Community and Technical College’s policy that no person shall be discriminated against in the terms and conditions of employment, personnel practices, or access to and participation in, programs, services, and activities with regard to race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance, sexual orientation, gender identify, or gender expression. In addition, discrimination is employment based on familial status or membership or activity in a local commission as defined by law.

Rochester Community and Technical College believes that harassment of an individual or group on the basis of race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance, sexual orientation, gender identify, gender expression, or familial status has no place in a learning or working environment and is prohibited.

This policy is directed at conduct which constitutes discrimination under state and federal law and is not directed at the content of speech. In cases in which verbal statements and other forms of expression are involved, Rochester Community and Technical College will give due consideration to an individual’s constitutionally-protected right to free speech and academic freedom. When these issues arise, it shall be the policy of Rochester Community and Technical College to consult with Minnesota State personnel and/or legal counsel.

Detailed definitions, policies and procedures from System Board Policy 1B.1 Nondiscrimination in Employment and Education Opportunity, and Procedure 1B.1.1 Report/Complaint of Discrimination, Harassment /Investigation and Resolution can be reviewed online at: Policy:

<http://www.mnscu.edu/board/policy/1b01.html>; Procedure:

<http://www.mnscu.edu/board/procedure/1b01p1.html>.

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Any individual who believes she or he has been, or is being, subjected to conduct prohibited by Board Policy 1B.1 Nondiscrimination in Employment and Education Opportunity is encouraged to report the incident to the RCTC Human Resources Office, EA201, Rochester Community and Technical College, Rochester, MN.

Updated: 12/23/2011; 8/13/2012; 3/18/2013; 9/4/2013

Reviewed with No Changes: 11/2/16