

**WESTERN NEBRASKA COMMUNITY COLLEGE
POLICIES AND PROCEDURES**

SECTION: External Relations 100.0000.83
SUBSECTION: College-Community Relations 115.0000.98

Grievance Process
Policy Number: 115.1000.97

POLICY

This Board policy is adopted to comply with the terms of the Nebraska Equal Opportunity In Postsecondary Education Act, Sec. 85-9,166 et seq., R.R.S. 1996. Wherein, this policy does not comply with or is in conflict with said statutes, the provision of such statute shall nevertheless control (See Appendix E-1-97 for Gender Grievance Procedures). All provisions of the Nebraska Equal Opportunity in Postsecondary Education Act are incorporated in this policy by reference.

Preface: The Board of Governors for Western Community College Area finds and declares that it is an unfair or discriminatory practice to discriminate on the basis of gender in any program or activity which shall include but not be limited to:

- 1) Exclusion of a person or persons from participation in, denial of the benefits of, or subjection to discrimination in any academic, extracurricular, research, occupational training, or other program or activity, except athletic programs;
- 2) Denial of comparable opportunity in intramural and interscholastic athlete programs;
- 3) Discrimination among persons in employment and the conditions of such employment, and;
 - 1) The application of any rule which discriminates on the basis of:
 - a) pregnancy of any person;
 - b) marital status of any person;
 - c) condition of being a parent.

Rules requiring certification of a physician's diagnosis and such physician's recommendation as to what activities a pregnant person may participate in are permissible. For purposes of this policy, marital status shall include the condition of being single, married, widowed, or divorced.

DEFINITIONS

N/A

APPLICABILITY

N/A

Adoption Date: 1997

Revision Date (and Board of Governors' Minutes Item Number):

Prior Policy/Procedure Number:

Schedule for Review:

Divisions/Department Responsible for Review and Update:

Sponsoring Division/Department:

Rescinded Date:

Cross Reference: Nebraska Equal Opportunity In Postsecondary Education Act, Sec. 85-9,166 et seq., R.R.S. 1996

Procedure(s) for Policy: Appendix E-1-97 for Gender Grievance Procedures

Related Policies/References: