



Non-Discrimination Policy and Statement

Non-Discrimination Policy

Otero Junior College does not discriminate on the basis of race, color, creed, religion, national or ethnic origin, sex, sexual orientation, gender identity, age, military or veteran status, physical ability or any other characteristic protected under federal, state or local law.

The College complies with the Civil Rights Act of 1964, Related Executive Orders 11246 and 11375 and all civil laws of the State of Colorado. Accordingly, equal opportunity for employment and admission shall be extended to all persons, and the college shall promote equal opportunity and treatment through a positive and continuing Affirmative Action Program.

Notice of Non-Discrimination

Otero Junior College prohibits all forms of discrimination and harassment including those that violate federal and state law, or the State Board for Community Colleges and Occupational Education Board Policies 3-120 and 4-120. The College does not discriminate on the basis of sex/gender, race, color, age, creed, national or ethnic origin, physical or mental disability, veteran status, pregnancy status, religion, genetic information, gender identity, or sexual orientation in its employment practices or educational programs and activities. Otero Junior College will take appropriate steps to ensure that the lack of English language skills will not be a barrier to admission and participation in vocational education programs.

The College has a designated Carol Noll, Director of Human Resources, AFFIRMATIVE ACTION (AA) OFFICER, EQUAL OPPORTUNITY (EO) OFFICER, AND TITLE IX COORDINATOR with the responsibility to coordinate the college's civil rights compliance activities and grievance procedures under Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and Title II of the Americans with Disabilities Act. If you have any questions, please contact Carol Noll, Director of Human Resources at 719 384-6824 or carol.noll@gmail.com or Macdonald Hall, Room 221.

You may also contact the Office for Civil Rights, U.S. Department of Education, Region VIII, Federal Office Building, 1244 North Speer Boulevard, Suite 310, Denver, CO 80204, telephone (303) 844-3417.

This statement is made pursuant to requirements of Secs. 602, 604 Civil Rights Act of 1964, 42 U.S.C. 200 d. (1), (3); 45 C.F.R. Part 80; Secs. 901, 902, Educational Amendments of 1972, 20 U.S.C. 1681, 1682 as amended. 45 C.F.R. Part 86; and sec. 504, Rehabilitation Act of 1973, 29 U.S.C. 794, 45, C.F.R. Part 84.