

**POLICY TITLE: EQUAL OPPORTUNITY AND NONDISCRIMINATION  
POLICY STATEMENT**

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**I. Purpose**

1. Lansing Community College is committed to a policy of providing equal employment opportunity and equal education for all persons regardless of race, color, sex, age, religion, national origin, creed, ancestry, familial status, marital status, height, weight, sexual orientation, disability or veteran's status or other status as protected by law.
2. Equal employment opportunity is a legal, social and economic responsibility of the college and is provided in accordance with applicable federal and state laws and Lansing Community College policy. The college policy and practice at all levels assures the active and positive implementation of federal and state equal employment opportunity laws, executive orders, rules and regulations and College equal employment opportunity policies and guidelines.
3. The college prohibits retaliation or reprisals against any individual because she/he has filed a complaint or report, participated in an investigation, or otherwise opposed unlawful discrimination.

**II. Scope**

This nondiscrimination policy applies to admissions, employment, access to and treatment in the college programs and activities. This policy applies to all persons employed by LCC, enrolled as a student, seeking admission to the college and/or requesting employment at or having contracts with the College.

**III. General**

1. The College is committed to and reaffirms support of equal opportunity in employment, education and non-discrimination in employment and academic policies, practices and procedures and will examine periodically all employment and academic policies for discrimination on the basis of race, color, religion, sex, national origin, creed, ancestry, familial status, age or disability, marital status, height, weight, sexual orientation, disability or veteran's status or other protected status and take remedial action to correct such discrimination if it is found to exist.

2. The College values diversity and seeks talented students, faculty and staff from diverse backgrounds. The College does not discriminate in the administration of educational policies, programs or activities; admissions policies; scholarship and loan awards; athletic or other college administered programs or employment.

#### **IV. Responsibility**

The College's Director of Equal Opportunity and Diversity Programs (517/483-5232) is responsible for preparing procedures to implement this policy.