

BOARD POLICIES	<p style="text-align: center;"><b>EQUAL OPPORTUNITY / DIVERSITY /CIVILITY / NON- DISCRIMINATION (BP-2031)</b></p> <p style="text-align: center;">METRO TECHNOLOGY CENTERS</p>	<p style="text-align: center;"><b>The on-line version of the policy is official. Therefore, all printed versions are unofficial copies.</b></p>
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## 1.0 POLICY:

Metro Technology Centers believes in equal opportunity, diversity, civility and mutual respect, and non-discrimination for all employees, students and stakeholders and is committed to the following:

- 1.1. **Equal Opportunity:** Metro Technology Centers believes in the worth of all individuals and is committed to equal opportunity for each employee, student or any person visiting a District campus.
- 1.2. **Diversity:** Metro Technology Centers is committed to creating, supporting and sustaining a diverse community, with student, faculty and staff members who are representative of the community, state, and nation.
  - 1.2.1. Metro Technology Centers recognizes that diversity is critical to the preparation of students to be effective in an increasingly globalized and interconnected world.
  - 1.2.2. All members of the Metro Technology Centers community share a responsibility for creating and fostering an environment where diversity and differences are respected, equity is sought, and inclusiveness is practiced.
- 1.3. **Civility and Mutual Respect:** It is the policy of Metro Technology Centers to foster an environment that maximizes student learning and employee performance and a climate of civility among faculty, staff and students. All members of the Metro Technology Centers community are expected to treat other community members with civility and respect.
  - 1.3.1. Harassment of any student, employee or stakeholder by another student, employee or stakeholder for whatever motive is harmful to the environment desired by this policy and will not be permitted.
  - 1.3.2. Unacceptable behaviors: Demeaning, intimidating, threatening, bullying or physically or emotionally violent behaviors that affect the ability to learn or work in the Metro Technology Centers environment depart from the standard for civility and respect. These behaviors are unacceptable.
- 1.4. **Non-discrimination:** Metro Technology Centers does not discriminate on the basis of race, color, national origin, sex, gender, gender expression or identity, sexual orientation, age, veteran status, religion, pregnancy, or genetic information or disability in its programs, services, activities and employment. Metro Technology Centers will provide equal access to the Boy Scouts of America and other designated youth groups.

The Superintendent or designee shall ensure that appropriate procedures are developed to fulfill this important philosophy.

The following person has been designated to handle inquiries regarding the District's non-discrimination policies, including:

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1. Section 504/Title II of the Americans with Disabilities Act Coordinator (for questions or complaints based on disability),
2. Title VI of the Civil Rights Act Coordinator (for questions or complaints based on race, color and national origin),
3. Title IX Coordinator (for questions or complaints based on sex, pregnancy, gender, gender expression or identity, and sexual violence toward students or employees.),
4. Age Act Coordinator (for questions or complaints based on age), or any individual who has experienced some other form of discrimination including discrimination not listed above.

Title IX Coordinator  
 Metro Technology Centers  
 1900 Springlake Drive  
 Oklahoma City, OK 73111  
 405-424-8324  
[TitleIX@metrotech.edu](mailto:TitleIX@metrotech.edu)

Outside Assistance may be obtained from:

U.S. Department of Education  
 Office for Civil Rights  
 One Petticoat Lane  
 1010 Walnut Street, Suite 320  
 Kansas City, MO 64106  
 (816) 268-0550  
 (816) 268-0599 (Fax)  
 (877) 521-2172 (TTY)  
 E-mail: [OCR.KansasCity@ed.gov](mailto:OCR.KansasCity@ed.gov)

The Superintendent, Deputy Superintendent, and Senior Director, Organizational Development shall ensure that appropriate procedures are developed to fulfill this important philosophy.

**2.0 CROSS REFERENCE:** BP-2050, BP-5026, BP-5027, BP-5028, BP-5029

### **3.0 REVISION HISTORY:**

<u>Date:</u>	<u>Revision</u>	<u>Description of Revision:</u>
13-Jan-86	A	Adopted
14-Dec-92	B	Revised
13-Jun-94	C	Revised

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09-Jan-95	D	Revised
17-Apr-95	E	Revised
09-Aug-99	F	Revised
24-Jan-00	G	Revised
25-Sep-00	H	Revised
27-Aug-01	I	Revised
22-Sep-03	J	Reformatted
15-Dec-03	K	Legal references reviewed and revised as necessary
22-Nov-04	L	Revised
17-Oct-05	M	Revised
24-Apr-06	N	Revised
22-Sep-10	O	Revised format
13-Sep-11	P	Revised; changed "and community citizen" to "or any person" and added "genetic information" and deleted "qualified" on qualified disability as a result of a change to 25 O.S. § 1301 et seq. effective November 1, 2011, added additional legal references and amended legal reference to 25 O.S. 1301 et seq.
07-May-13	Q	Blanket approval granted by Board of Education to update all policies to approved format and to remove two sections: 2.0 Legal Reference and 5.0 PCF Framework
24-Jun-14	R	On advice of legal counsel, removed references to Affirmative Action. Updated job position titles.
12-Sep-17	S	Revised; updated title and text to include new language on the District's commitment to diversity, civility and mutual respect, and non-discrimination.
15-Feb-22	T	Blanket review and annual adoption of all policies
16-May-23	U	Changed title from Associate Superintendent to Deputy Superintendent and changed title from Chief Officer, Human Resources to Senior Director, Organizational Development

**\*\*\*End of Policy\*\*\***