

Book	Policy Manual
Section	(B) PROGRAMS
Title	Policy B102 - Nondiscrimination in School And Classroom Practices
Code	B102
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Policy Number: B102

Title: Nondiscrimination in Program for School and Classroom Practices

Section: Programs

I. Authority

The Joint Operating Committee (JOC) declares it to be the policy of EASTERN to provide an equal opportunity for all students to achieve their maximum potential through the programs offered at EASTERN without discrimination on the basis of race, color, age, religious creed, religion, sex, sexual orientation, gender identity, ancestry, national origin, marital status, p[regnancy, childbirth, or handicap/disability, or another protected class and in accordance with EASTERN's legal obligations.

EASTERN is committed to the maintenance of a safe, positive learning environment for all students that is free from discrimination by providing all students admission, course offerings, counseling, assistance, services, employment, and extracurricular activities without any form of discrimination, including Title IX sex-based discrimination or sexual harassment.

EASTERN also declares it to be the policy of EASTERN to comply with federal law and regulations under Title IX prohibiting discrimination and harassment. Inquiries regarding the application of Title IX may be referred to the Title IX Coordinator, to the Assistant Secretary for the Office for Civil Rights of the U.S. Department of Education, or both.

EASTERN's Title IX Coordinator will be the Human Resources Coordinator or the Executive Director's designee, and their contact information will be listed in this accompanying Director's procedure and on EASTERN'S website as required by law.

The JOC encourages students and third parties who believe they or others have been subject to discrimination or harassment to promptly report such alleged incidents to the Title IX Coordinator and/or an administrator. An employee who is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the Title IX Coordinator.

The JOC directs that complaints of discrimination be investigated promptly, and corrective action be taken when allegations are substantiated. Confidentiality of all parties shall be addressed under EASTERN's legal and investigative obligations.

The JOC prohibits retaliation, including peer retaliation between students, by EASTERN, EASTERN employees, or any other person against any person for:

1. Reporting or making a complaint of conduct that may constitute discrimination or retaliation, including Title IX sex-based discrimination or sexual harassment.
2. Testifying, assisting, participating or refusing to participate in a related investigation, process or other proceeding or hearing,
3. Acting in opposition to practices the person reasonably believes to be discriminatory.

EASTERN its employees and others are prohibited from intimidating, threatening, coercing or discriminating against anyone for actions described above. Individuals are encouraged to contact the Title IX Coordinator immediately if retaliation is believed to have occurred.

EASTERN shall respond to reports of retaliation by initiating the appropriate procedures in accordance with applicable law, regulations and policy.

II. Delegation of Responsibility

In order to maintain a program of nondiscrimination practices that is in compliance with applicable laws and regulations, the Title IX Coordinator and/or an Executive Director's designee shall fulfill designated responsibilities to ensure adequate nondiscrimination procedures are in place, to recommend new procedures or modifications to procedures, to monitor and address barriers to reporting and to monitor the implementation of EASTERN's nondiscrimination procedures in the following areas, as appropriate:

1. Curriculum and Materials - Review of curriculum guides, textbooks and supplemental materials for discriminatory bias.
2. Training - Provide training for students and staff to prevent, identify and alleviate conduct which may constitute discrimination.
3. Resources - Maintain and provide information to staff on resources available to complainants in addition to the school complaint procedure or Title IX procedures, such as making reports to law enforcement, and available supportive measures such as assistance from domestic violence or rape crisis programs and community health resources including counseling resources.
4. Student Access - Review of programs, activities, facilities and practices to ensure that all students have equal access and are not segregated except when permissible by law or regulation.
5. Support-Assure that like aspects of the school programs and activities receive like support as to staffing and compensation, facilities, equipment and related areas.
6. Student Evaluation - Review of assessments, procedures and standards of measurement for stereotyping and discrimination.
7. Reports/Complaints - Monitor and provide technical assistance to individuals involved in managing reports and complaints.

The JOC directs that nondiscrimination notices be published and distributed to students, parents/guardians, employment applicants, employees, and all unions or professional organizations holding collective bargaining or professional agreements with EASTERN in accordance with EASTERN'S legal obligations.

Adopted: 3/10/82
Revised: 10/12/94
Revised: 12/11/13
Revised: 10/08/25

See Director Procedure B102