



Policy Title: Non-Discrimination Policy	Policy Number: HR 004
Responsible Office: Office of the President	Date Issued: 07/11/2013
Primary Contact: Human Resources	Last Updated: 01/03/2024
Policy Type: HR	

I. POLICY PURPOSE

This policy is intended to meet the institution's responsibilities under Titles VI and VII of the Civil Rights Act of 1964, the Pregnancy Discrimination Act of 1978, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, the Age Discrimination in Employment Act of 1967, the Age Discrimination Act of 1975, the Vietnam Veterans Readjustment Assistance Act of 1974, the Genetic Information Nondiscrimination Act of 2008, the Violence Against Women Act, the Nevada Pregnant Workers Act, and Nevada System of Higher Education (NSHE) *Handbook*, Title 4, Chapter 8.

II. POLICY STATEMENT

A. Policy Applicability and Sanctions

The College of Southern Nevada (CSN) is committed to providing a place of work and learning free of discrimination on the basis of a person's age (40 or older), disability, whether actual or perceived by others (including service-connected disabilities), gender (including pregnancy related conditions), military status or military obligations, sexual orientation, gender identity or expression, genetic information, national origin, race (including hair texture and protective hairstyles such as natural hairstyles, afros, bantu knots, curls, braids, locks and twists), color, or religion (protected classes). Discrimination on the basis of a protected class, including unlawful harassment, which is a form of discrimination, is illegal under federal and state law. CSN is an Equal Employment Opportunity/Affirmative Action institution and is committed to not discriminate in employment, admissions, educational programs, services, or activities in which it operates based upon membership in a protected class.

No employee or student, either in the workplace or in the academic environment, should be subject to discrimination.

It is expected that students, faculty, and staff will treat one another and campus visitors with respect.

B. Policy Applicability and Sanctions

All students, faculty, staff, and other members of the campus community are subject to this policy.

Pursuant to NSHE *Handbook*, Title 4, Chapter 8, Section 14(A)(3), determining what constitutes unlawful discrimination under this policy will be accomplished on a case-by-case basis and depends upon the specific facts and context in which the conduct occurs. Further, some conduct may be inappropriate, unprofessional, and/or subject to disciplinary action, but would not fall within the scope of unlawful discrimination. Where unlawful discrimination is found to have occurred, CSN will act to stop the unlawful discrimination, to prevent its recurrence, to remedy its effects, and to discipline those responsible

Students, faculty, or staff who violate this policy are subject to discipline up to and including termination and/or expulsion, in accordance with the NSHE Code (or in the case of students, any applicable student code of conduct) or, in the case of classified employees, the Nevada Administrative Code. Other lesser sanctions may be imposed, depending on the circumstances. Complaints may also be filed against visitors, consultants, independent contractors, service providers and outside vendors whose conduct violates this policy, with a possible sanction of limiting access to institution facilities and other measures to protect the campus community.

III. PROCEDURE

The procedures regarding CSN's grievance process may be found on the Office of Institutional Equity & Title IX website (www.csn.edu) at <https://www.csn.edu/institutional-equity>. Additionally, any questions regarding this policy and procedures can be directed to the Director of the Office of Institutional Equity and Title IX (OIE).

IV. AUTHORITY AND CROSS REFERENCE LINKS

NSHE *Handbook*, Title 4, Chapter 8, Section 14
CSN College Catalog, Appendix C
Title IX of the Education Amendments Act of 1972
Titles VI and VII of the Civil Rights Act 1964
Pregnancy Discrimination Act of 1978,
Sections 503 and 504 of the Rehabilitation Act of 1973
The Americans with Disabilities Act of 1990
The Age Discrimination in Employment Act of 1967
The Age Discrimination Act of 1975
The Vietnam Veterans Readjustment Assistance Act of 1974
The Genetic Information Nondiscrimination Act of 2008
The Violence Against Women Act
The Nevada Pregnant Workers Act

V. DISCLAIMER

The President has the discretion to suspend or rescind all or any part of this policy or related procedure(s). The President shall notify appropriate CSN personnel, including the Office of General Counsel and Faculty Senate Chair, of the suspension or rescission.

Inquiries regarding this nondiscrimination policy or allegations of discrimination should be directed to the CSN OIE Director, 702-651-5587.

VI. SIGNATURES

RECOMMENDED BY:



India Barton, Chief Human Resource Officer

1/12/2024
Date


REVIEWED FOR LEGAL FORM:



Debra L. Pieruschka, General Counsel

01/23/2024
Date

APPROVED BY:



CSN, President

02/13/2024
Date

VII. ATTACHMENTS

Attachment A – Version History

Attachment A
HISTORY

Version 2:

1/3/2024: To bring the policy up to comport with NSHE Policy (formerly ADM 4.1)

Version 1:

07/11/2013: Approved by CSN President (M. Richards)

07/09/2013: Reviewed by General Counsel (R. Hinckley)

07/08/2013: Recommended by Assoc. VP for Human Resources (T. Brown)