

# **Equal Opportunity, Harassment, Violence, and Nondiscrimination - 2035**

**Series: 2000 Administrative and Operational**  
**Section: General Institutional**

**Cross Reference:** Equal Opportunity, Harassment, Violence, and Nondiscrimination Procedures – 2035.1

Butler Community College is committed to providing a workplace and educational environment, as well as other benefits, programs, and activities, that are free from discrimination, harassment, violence and retaliation. Butler Community College prohibits any form of discrimination, harassment, violence, threats or attempts to inflict and/or aid in inflicting violence against an employee or student based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, genetic information, marital status, political affiliation and/or any other status protected by federal, state or local law and/or because the person opposed unlawful discrimination and/or participated in an investigation or complaint concerning unlawful discrimination. For purposes of this Policy, these prohibitions apply to Butler Community College, students, faculty members, administrators, trustees, agents, volunteers, contractors, visitors, invitees or persons subject to the supervision and control of Butler Community College.

To ensure compliance with federal and state civil rights laws and regulations, and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the educational program or activity, the College has internal policies and procedures that provide a prompt, fair, and impartial process for those involved in an allegation of discrimination or harassment on the basis of protected class status, and for allegations of retaliation. The College values and upholds the equal dignity of all members of its community and strives to balance the rights of the parties in the grievance process for all those involved.

The core purpose of this policy is the prohibition of all forms of discrimination. Sometimes, discrimination involves exclusion from activities, such as admission, athletics, or employment. Other times, discrimination takes the form of harassment or, in the case of sex-based discrimination, can encompass sexual harassment, sexual assault, stalking, sexual exploitation, dating violence or domestic violence. When an alleged violation of this policy is reported, the allegations are subject to resolution using Butler Community College's Title IX Informal or Formal Grievance process, determined by the Title IX Coordinator.

When the Respondent is a member of the college community, a grievance process may be available regardless of the status of the Complainant, who may or may not be a member of the College's community. This community includes, but is not limited to,

students, faculty, administrators, staff, trustees, and third parties such as guests, visitors, volunteers, invitees, and campus camp attendees.

### **Title IX Coordinator**

The Title IX Coordinator oversees implementation of Butler Community College's policy on harassment and nondiscrimination. The Title IX Coordinator has the primary responsibility for coordinating the College's efforts related to the intake, investigation, resolution, and implementation of supportive measures to stop, remediate, and prevent discrimination, harassment, and retaliation prohibited under this policy.

### **Independence and Conflict-of-Interest**

The Title IX Coordinator manages the Title IX Team and acts with independence and authority free from bias and conflicts of interest. The Title IX Coordinator oversees all resolutions under this policy. The members of the Title IX Team are vetted and trained to ensure they are not biased for or against any party in a specific case, or for or against Complainants and/or Respondents.

To raise any concern involving bias or conflict of interest by the Title IX Coordinator, or to report misconduct or discrimination committed by the Title IX Coordinator, contact the Butler Community College President. Concerns of bias or a potential conflict of interest by any other Title IX Team member, or reports of misconduct or discrimination committed by any other Title IX Team member, should be reported to the Title IX Coordinator.

### **Administrative Contact Information**

Complaints or notice of alleged policy violations may be made internally to:

Sherri Conard

Title IX Coordinator

Director of First Year Experience

715 E. 13th Street

Office 5002C

Andover, KS 67002

316-323-6373

[sconard@butlercc.edu](mailto:sconard@butlercc.edu)

### **TITLE IX TEAM MEMBERS**

- Assistant Director of Human Resources/Staff Development
- Vice President of Student Services
- Associate Vice President of Student Services
- Coordinator of Student Involvement
- Admissions Counselor
- Instructional Tech Specialist
- Event Manager

Butler Community College has determined that the following administrators are Officials with Authority to address and correct harassment, discrimination, and/or retaliation. In addition to the Title IX Team members listed above, these Officials with Authority listed

below may also accept notice or complaints on behalf of the College.

- President
- Vice Presidents
- Associate Vice Presidents
- Deans
- Associate Deans
- Directors
- Department of Public Safety

The College has designated all **full-time** employees as Mandated Reporters. Any knowledge they have that a member of the campus community is experiencing harassment, discrimination, and/or retaliation must be reported to the Title IX Coordinator. The College strongly encourages all part-time employees to also report incidents of harassment and discrimination.

Inquiries may also be made externally to:

Office for Civil Rights (OCR)

U.S. Department of Education

400 Maryland Avenue, SW

Washington, D.C. 20202-1100 Customer Service Hotline #: (800) 421-3481

Facsimile: (202) 453-6012 TDD#: (877) 521-2172

Email: [OCR@ed.gov](mailto:OCR@ed.gov)

Web: <http://www.ed.gov/ocr>

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