

# Non-Discrimination Policy

It is the policy of the Alabama Community College System Board of Trustees and Wallace State Community College, a postsecondary institution under its control, that no person shall, on the grounds of race, color, sex, religion, marital status, national origin, disability, sexual orientation, gender, age, or any other protected class as defined by federal and state law, be excluded from participation in, be denied benefit of, or be subjected to discrimination under any program, activity, admission treatment or employment. Wallace State Community College complies with the Age Discrimination in Employment Act of 1967, as amended with the Vietnam Era Veterans' Readjustment Act of 1974, with the Immigration Reform and Control Act of 1986, with Section 504 of the Rehabilitation Act of 1973, and Americans with Disabilities Act and ADA Amendment Act of 2008. The commitment to equal opportunity applies to all aspects of recruitment, employment, and education of individuals at all levels throughout the College.

The policy of nondiscrimination on the basis of sex is required by Title IX of the Education Amendments of 1972 (20 USC paragraph 1681, et. seq.) and Title 45, Part 86 of the Code of Federal Regulations.

The College will not retaliate against any person because they have engaged in a protected activity opposing the College or because they have made a complaint, testified, assisted, or participated in any manner in an investigation, proceeding or hearing alleging discrimination on a basis specified above.

Any inquiries or complaints concerning the application of other legislation and its implementing regulations as they relate to Wallace State Community College should be directed to:

**Title IX Coordinator**

**Wallace State Community College**

**Telephone: 256.352.8340**

**Address: P.O. Box 2000, Hanceville, AL 35077**