



**NO. 1011 EQUAL OPPORTUNITY, DIVERSITY, CIVILITY, AND NON-DISCRIMINATION**

- 1.0 Equal Opportunity. Oklahoma City Community College ("OCCC"), is committed to the principle of equal opportunity in education, employment, retention, and advancement of all people regardless of race, color, ethnic or national origin, sex, sexual orientation, gender identity, gender expression, religion, age, ancestry, disability, genetic information, military status or veteran status.
- 2.0 Diversity. OCCC is committed to creating, supporting, and sustaining a diverse community, with students, faculty, and staff members who are representative of our region, nation, and world.
  - 2.1 OCCC recognizes that diversity is critical in the preparation of students to be effective in an increasingly globalized and interconnected world.
  - 2.2 All members of the OCCC community share a responsibility for creating and fostering an environment where diversity and differences are respected, equity is sought, and inclusiveness is practiced.
- 3.0 Civility and Mutual Respect. It is the policy of OCCC 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 OCCC community are expected to treat other community members with civility and respect, recognizing that disagreement and informed debate are valued in an academic community.
  - 3.1 Harassment of any student, employee, or visitor by any other student, employee, or visitor for whatever motive is harmful to the environment desired by this policy and will not be permitted.
  - 3.2 Unacceptable behaviors. Demeaning, intimidating, threatening, or physically or emotionally violent behaviors that affect the ability to learn or work in the OCCC environment depart from the standard for civility and respect and are unacceptable.
    - 3.2.1 Such behaviors by students are administered through the Student Code of Conduct.
    - 3.2.2 Employee matters will be administered through applicable employee discipline policies.
- 4.0 Non-discrimination. OCCC does not discriminate on the basis of race, color, ethnic or national origin, sex, sexual orientation, gender identity, gender expression, religion, age, ancestry, disability, genetic information, military status or veteran status, in admissions, educational programs or activities and employment, including employment of disabled veterans and veterans of the Vietnam Era, as required by applicable laws and regulations.
  - 4.1 Responsibility for coordination of compliance efforts and receipt of inquiries concerning Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and the Americans With Disabilities Act Amendments Act of 2008, has been delegated to the Director of Equal



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Opportunity.

- 4.2 The Director of Equal Opportunity serves as the ADA/Rehabilitation Act Sec. 504 Coordinator (“ADA Coordinator”) and as the Title IX Coordinator for OCCC.
- 4.3 The Director of Equal Opportunity may be reached at 405.682.7540. OCCC is located at 7777 South May Avenue, Oklahoma City, OK 73159, 405.682.1611.

Adopted as OCCC Board of Regents Rule 131: December 18, 1989

Revised and Renumbered: July 1, 2007

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