

Human Rights and Non-Discrimination Policy

Wallace Community College is committed to equal opportunity education. The College is guided in philosophy and practice by the principle that individuals will not be treated differently because of race, creed, religion, color, gender, age, national origin, disability, or marital status, and that legitimate and reasonable access to facilities is available to all. This principle particularly applies to the admission of students in all programs of the College and in their academic pursuits. It is also applicable in extracurricular activities, all student services, employment of students by the College, and employment of instructors and non-instructional personnel. Therefore, Wallace Community College is in compliance with *Title VI and VII of the Civil Rights Act of 1964*, as amended; the *Civil Rights Act of 1991*; *Executive Order 11246*; as amended; *Title IX of the Rehabilitation Act*; and *The Americans with Disabilities Act of 1990*. Wallace Community College is an Affirmative Action, Equal Employment and Educational Opportunity Institution.

Title IX of the Education Amendments of 1972, as amended, prohibits discrimination on the basis of sex. Sexual harassment is a form of discrimination that is illegal under *Title VII of the Civil Rights Act of 1964* for employees and under *Title IX of the Education Amendments of 1972* for students. Each campus of Wallace Community College has trained Compliance Officers.

Other Civil Rights and Title IX Compliance Officer:

Dr. Ryan Spry, Wallace Campus - (334) 556-2587

Harassment and Discrimination Compliance Officers:

Ms. Terri Ricks, Sparks Campus - (334) 556-2485

Dr. Ryan Spry, Wallace Campus - (334) 556-2587

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits discrimination on the basis of disabilities.

Section 504 Compliance Officer: Ryan Spry, Wallace Campus – (334) 556-2587

The Americans with Disabilities Act of 1990 (ADA) provides that no otherwise qualified person shall be discriminated against in the provision of an educational service or benefit on the basis of disability. Wallace Community College endeavors to provide reasonable accommodations to qualified students with disabilities. Students needing disability services or information should contact the appropriate Compliance Officer on the appropriate campus or site.

Americans with Disabilities Act Compliance Officers:

Ms. Terri Ricks, Sparks Campus – (334) 687-3543, Ext. 4270

Dr. Ryan Spry, Wallace Campus – (334) 556-2587