

MIDDLE BUCKS INSTITUTE OF TECHNOLOGY

SECTION: PROGRAMS

TITLE: NONDISCRIMINATION IN
EMPLOYMENT/CONTRACT
PRACTICES

ADOPTED: July 1, 1991

REVISED: February 10, 2003

<p>1. Authority Title VII 42 U.S.C. Sec. 2000e et seq Title IX 20 U.S.C. Sec. 1681 42 U.S.C. Sec. 12101 et seq 29 U.S.C. Sec. 621 et seq 29 U.S.C. Sec. 701 et seq 43 P.S. Sec. 951 et seq</p> <p>2. Delegation of Responsibility</p>	<p style="text-align: center;">104. NONDISCRIMINATION IN EMPLOYMENT/CONTRACT PRACTICES</p> <p>The Executive Council is committed to providing all persons equal access to all categories of employment regardless of race, color, age, creed, religion, gender, sexual orientation, ancestry, national origin or handicap/disability. The school shall make reasonable accommodations for identified physical and mental impairments that constitute disabilities, consistent with the requirements of federal and state laws and regulations.</p> <p>The Executive Council encourages all employees and third parties who have been subject to discrimination to promptly report all such incidents to designated employees.</p> <p>The Executive Council directs that complaints of harassment shall be investigated promptly, and corrective action shall be taken when allegations are verified. Confidentiality of all parties shall be maintained, consistent with the school's legal and investigative obligations. No reprisals or retaliation shall occur as a result of good faith charges of discrimination.</p> <p>In order to maintain a program of nondiscrimination practices that is in compliance with applicable laws and regulations, the Executive Council may appoint a Coordinator of Title VI, Title IX and Section 504 (Compliance Officer) to assume the responsibility of coordinating all implementing activities.</p> <p>The Compliance Officer shall publish and disseminate this policy and complaint procedure at least annually to students, parents, employees and the public. Nondiscrimination statements shall include the position, office address and telephone number of the Compliance Officer.</p> <p>The Compliance Officer is responsible to monitor the implementation of nondiscrimination procedures in the following areas:</p> <ol style="list-style-type: none"> 1. Development of position qualifications, job descriptions and essential job functions.
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104. NONDISCRIMINATION IN
EMPLOYMENT/CONTRACT PRACTICES - Pg. 3

Pol. 317, 417, 517	2. If it is concluded that an employee has made false accusations, such employee shall be subject to disciplinary action, consistent with the disciplinary policy and procedures, which may include discharge.
Pol. 317, 417, 517	3. Disciplinary actions shall be consistent with Executive Council policies and school procedures, applicable collective bargaining agreements, and state and federal laws.
	<u>Appeal Procedure</u>
	1. If the complainant or accused is not satisfied with a finding of no violation of the policy or with the corrective action recommended in the investigative report, s/he may submit a written appeal to the Compliance Officer within fifteen (15) days. 2. The Executive Council shall conduct a review of the complaint and issue a written response to the appeal within thirty (30) days following the Executive Council meeting at which the complaint was presented. Copies of the response shall be provided to the complainant, the accused, the Compliance Officer, and others directly involved, as appropriate.