

Labette Community College affirms its commitment to promoting the goals of fairness and equity in all aspects of the educational enterprise. Applicants for admission and employment, students, employees, visitors, sources of referral of applicants for admission and employment, and all unions or professional organizations holding collective bargaining or professional agreements with LCC are hereby notified that this college is committed to nondiscrimination on the basis of race, color, ethnic or national origin, sex, gender identity, sexual orientation, marital status, religion, age, ancestry, genetic information, disability, military status, or veteran status in the admission or access to, or treatment or employment in, its programs and activities.

All policies below are subject to resolution using the College's Grievance Process, as detailed in Procedure 4.082 for students and the Condition of Employment Procedures, Procedures 7.01 and 8.01 for non-instructional staff, and in the Master Agreement for faculty. The College reserves the right to act on incidents occurring on-campus or off-campus when off-campus conduct could have an on-campus impact or impact on the educational mission of the College.

The Director of Human Resources serves as the employee Title IX Coordinator, and the Vice President of Student Affairs serves as the student Title IX Coordinator. Both positions oversee the implementation of the College's Equal Opportunity plan, disability compliance, and the College's policy on equal opportunity, harassment, and nondiscrimination. Reports of discrimination, harassment, and/or retaliation should be made to the appropriate coordinator promptly, but there is no time limitation on the filing of grievances, as long as the accused individual remains subject to the College's jurisdiction. All reports are acted upon promptly, while every effort is made by the College to preserve the privacy of reports. Anonymous reports may be filed online, using the reporting form posted under the About LCC tab at [www.labette.edu](http://www.labette.edu). Reporting is also addressed more specifically below. Reports of discrimination by either Title IX Coordinator should be reported to the College President.

This policy applies to behaviors that take place on campus, at college-sponsored events, and may also apply to off-campus actions and online activity when a Title IX Coordinator(s) determines that the off-campus conduct could impact a College interest. A College interest is defined to include the following:

- Any action that constitutes a criminal offense as defined by federal or Kansas state law. This includes, but is not limited to, single or repeat violations of any local, state, or federal law committed in the municipality where the College is located;
- Any situation where it appears that the accused individual may present a danger or threat to the health or safety of self or others;
- Any situation that significantly impinges upon the rights, property, or achievements of self or others or significantly breaches the peace and/or causes social disorder;
- Any situation that is detrimental to the educational interests of the College;

- Any online postings or other electronic communication by students, including cyber-bullying, cyber-stalking, cyber-harassment, etc. occurring completely outside of the College's control (e.g., not on College networks, websites, or between College email accounts) will only be subject to this policy when those online behaviors can be shown to cause a substantial or material disruption.

Inquiries about this policy and procedure may be made internally to

Tammy Fuentez  
Vice President of Student Affairs  
Labette Community College, 200 South 14<sup>th</sup> St., Parsons, KS 67357  
620-820-1268  
tammyf@labette.edu

Haley Walker  
Human Resource Director  
Labette Community College, 200 South 14<sup>th</sup> St., Parsons, KS 67357  
620-820-1234  
haleyw@labette.edu

Inquiries can be made externally to

Equal Employment Opportunity Commission  
400 State Ave., 9th Floor  
Kansas City, KS 66101  
(800) 669-4000  
TTY 1 (800) 669-6820  
Or

United States Department of Education  
Office for Civil Rights Kansas City  
One Petticoat Lane  
1010 Walnut Street, Suite 320  
Kansas City, MO 64106  
Telephone: (816) 268-0550  
Facsimile: (816) 268-0559  
Email: OCR.KansasCity@ed.gov  
Or

Kansas Human Rights Commission  
900 SW Jackson, Suite 568-S  
Topeka KS 66612-1258  
(785) 296-3206  
Fax (785) 296-0589  
[www.khrc.net](http://www.khrc.net)

Or

Kansas Board of Regents  
1000 SW Jackson Street, Suite 520  
Topeka, KS 66612-1368  
Phone: 785-296-3421

Revised: 7/5/05, 2/19/09, 10/21/10, 11/8/12, 11/13/14, 10/12/17, 10/11/18, 9/3/2020, 2/9/23, 5/22/23  
Reviewed: 7/5/05, 2/19/09, 10/21/10, 11/8/12, 11/13/14, 10/12/17, 10/11/18