

Policy Title:	Non-Discrimination
Policy Category	Mission and Governance \ Institutional
Policy Code:	I-MG004
Policy Effective Date:	06/15/2021
COCA Standard:	1.5

PURPOSE / SCOPE:

ICOM strives to create and maintain a work environment in which people are treated with dignity, decency and respect that is characterized by mutual trust and the absence of intimidation, oppression and exploitation. ICOM does not discriminate on the basis of race, ethnicity, national origin, color, sex, sexual orientation, gender, gender identity, marital status, religion, age, disabilities, veteran status or genetic information.

DEFINITIONS:

None.

POLICY:

ICOM believes that employees should be able to work and learn in a safe, yet stimulating atmosphere. The accomplishment of this goal is essential to the mission of the school. For that reason, ICOM will not tolerate unlawful discrimination nor harassment of any kind. Through enforcement of this policy and by education of employees, ICOM will seek to prevent, correct and discipline behavior that violates this policy.

All employees, regardless of their positions, are covered by and are expected to comply with this policy and to take appropriate measures to ensure that prohibited conduct does not occur. Appropriate disciplinary action will be taken against any employee who violates this policy. Based on the seriousness of the offense, disciplinary action may include verbal or written reprimand, suspension or termination of employment.

Prohibited Conduct

It is a violation of ICOM's policy to discriminate in the selection of administrative personnel, faculty and staff, and students, the provision of employment opportunities, benefits or privileges; to create discriminatory work conditions; or to use discriminatory evaluative standards in employment if the basis of that discriminatory treatment is, in whole or in part, race, ethnicity, color, sex, sexual orientation, gender, gender identity, religion, national origin, age, or disabilities.

Further, it is a violation of ICOM policy to discriminate in the selection of administrative personnel, faculty and staff, and students if the basis of that discriminatory treatment is, in whole or in part, genetic information or marital status in its programs, activities, hiring, or the admission of students.

Discrimination may also be strictly prohibited by a variety of federal, state and local laws, including but not limited to Title VII of the Civil Rights Act 1964, Title IX of the Educational Amendments of 1972, the Age Discrimination Act of 1975, and the Americans with Disabilities Act of 1990. This policy is intended to comply with the prohibitions stated in these anti-discrimination laws.

PRIMARY POLICY OWNER:

Director of Human Resources

CROSS REFERENCE AND SUPPORTING DOCUMENTS:

Provide information and link to other policies or supporting documents referenced within this policy.

CROSS REFERENCE and SUPPORTING DOCUMENTS	LOCATION
Progressive Discipline	
Diversity, Equity, and Inclusion	

----- SIGNATURE PAGE FOLLOWS -----

REVIEW & APPROVAL:

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Primary Policy Owner, please select the appropriate box:

New Policy No Change Editorial Revisions only

Content Revisions, briefly describe:

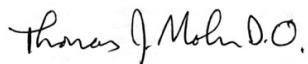
SIGNATURES:



Policy Owner

6/15/2021

Date



Dean / CAO

6/15/2021

Date



President / CEO

6/15/2021

Date



Board Chair

9/28/2021

Date