

Policy: 5.00

Discrimination and Harassment

Non-discrimination Policy Statement

Kansas City Kansas Community College (KCKCC) is committed to promoting and sustaining a campus community which identifies and values the individuality of every community member and is dedicated to maintaining a positive environment where diversity and inclusion is encouraged and fostered throughout the College.

KCKCC prohibits discrimination against any member of the College community on the basis of race, color, religion, national origin, age, disability, sex/gender (to include orientation, identity or expression), military/veteran status or any other characteristic protected by law and/or KCKCC policies. KCKCC will conduct its programs, services and activities consistent with applicable federal, state and local laws.

KCKCC is committed to maintaining an educational and work environment free of discrimination and harassment, including sexual harassment, for faculty, staff and students. KCKCC will not tolerate harassment of its faculty, staff or students by persons conducting business with or visiting the College even though such persons are not directly affiliated with KCKCC. Harassment and discrimination is unacceptable conduct and will not be tolerated.

This policy applies to harassment and discrimination complaints by employees and persons who were employees at the time of the alleged harassment. Persons found to be in violation of this policy will be subject to the full range of discipline up to and including termination of employment. Third-party vendors, suppliers, and visitors may be removed from college programs and/or prevented from returning to campus.

Reporting Complaint

KCKCC employees who witness or learn of potential discrimination or harassment against another individual are required to report the matter immediately to the chief human resources officer or designee.

Internal Investigation

KCKCC will thoroughly and promptly investigate all complaints of discrimination in accordance with this policy and applicable procedures. If an investigation confirms that discrimination has occurred, KCKCC will take prompt and appropriate action to prevent its reoccurrence and correct its discriminatory effects on the complainant and others, if applicable.

Participation in the Investigation

All employees have an obligation to cooperate in the conduct of the harassment and discrimination procedure. Failure to do so may result in disciplinary action. In the event that a complainant chooses not to participate in an interview or declines to provide information requested by the investigator, the investigator may dismiss the complaint if there is no independent information upon which to proceed. The investigator shall provide written notice of such dismissal to the complainant(s) and the respondent(s). In the event that a respondent chooses not to participate in an interview or declines to provide information requested by the investigator, the investigator may conclude that such information or interview, if provided or conducted, would be adverse to the respondent. Where the complaint or the circumstances

involve potential criminal conduct, however, a party may choose to remain silent during the process, and such silence will not be held as an admission or considered to be adverse to the party.

False Accusations

While KCKCC encourages all good faith complaints of discrimination, KCKCC has the responsibility to balance the rights of all parties. Therefore, if the KCKCC's investigation reveals that a complaint was knowingly false, the complaint will be dismissed and the person who filed the knowingly false complaint will be subject to discipline up to and including termination of employment.

Confidentiality

KCKCC cannot guarantee confidentiality. Although the confidentiality of the information received and the privacy of the individuals involved cannot be guaranteed, KCKCC will consider the request in the context of KCKCC's obligation to act upon the allegation(s) and the right of the respondent to be informed of the complaint. KCKCC reserves the right to initiate an investigation despite a complainant's request for confidentiality in circumstances involving serious or repeated discrimination or where the respondent may pose a continuing threat to the college community.

Retaliation

Retaliation against any person who files a complaint of discrimination, or who participates in the investigation or resolution of a complaint in any way, is strictly prohibited.

Advisor Participation

Individuals may bring an advisor to the proceedings but will be required to follow the procedure associated with this policy.

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