

**POLICY TITLE:** Affirmative Action/Equal Opportunity Statement

**DIVISION:** Talent & Culture / Student Affairs

**POLICY OWNER/POSITION TITLE:** Vice President of Talent & Culture and Associate Vice President of Student Affairs

Northeast Wisconsin Technical College is committed to compliance with Titles VI and VII of the Civil Rights Act of 1964 as amended, Title IX of the Educational Amendments Act of 1972, Section 504 of the Rehabilitation Act, the Americans with Disabilities Act of 1990, the Civil Rights Act of 1991, the Carl D. Perkins Vocational Education Act, the Equal Pay Act of 1973, the Age Discrimination Acts of 1967 and 1975, the Civil Rights Restoration Act of 1987, the Wisconsin Fair Employment Law, other appropriate laws and executive orders and/or administrative directives and codes including the Office of Civil Rights Guidelines for Eliminating Discrimination and Denial of Services on the Basis of Race, Color, National Origin, Sex, including sexual orientation and gender identity, and Handicap in Vocational Programs (34 CFR, Part 100, Appendix B). Lack of English reading/speaking skills will not be a barrier to admission and participation in Northeast Wisconsin Technical College.

The College is committed to equal opportunity for all persons regardless of political affiliation, age, race, creed, marital status, color, religion, national origin, disability, veteran status, sex, sexual orientation, gender, genetic testing, and the use or non-use of lawful products off the employer’s premises during non-working. It is the policy of NWTC to ensure equal opportunity practices and educational services at NWTC comply with the Affirmative Action requirement from the Wisconsin Technical College System. Any person who believes the equal opportunity rights have been violated has the right to file a grievance. The grievance must be filed within 300 days of the act. View the College’s [Nondiscrimination & Anti-Harassment Policy](#) to learn more about the grievance procedure.

NWTC is committed to taking all appropriate measures to maintain a work environment free from discrimination and harassment, including sexual harassment. NWTC shall maintain an Equal Opportunity and Affirmative Action Compliance Plan and the Nondiscrimination and Anti-Harassment Policy as the primary means of implementing this policy. The College will not tolerate unlawful discrimination, harassment of any kind, or retaliation against a person who files a complaint or participates in the investigation of a complaint relating to discrimination or harassment by an employee, student, customer, or vendor.

The following offices are designed to assist in resolving discrimination complaints:

Sara Lam Vice President of Talent & Culture Northeast Wisconsin Technical College NWTC, 2740 West Mason Street, Green Bay, WI 54303 (920) 498-6826   <a href="mailto:sara.lam@nwtc.edu">sara.lam@nwtc.edu</a>	
Kelly Schumacher Conduct & CARE Case Manager Title IX Deputy Coordinator NWTC, 2740 West Mason Street, Green Bay, WI 5430 920-498-6390   <a href="mailto:kelly.schumacher@nwtc.edu">kelly.schumacher@nwtc.edu</a>	Dawn Rentmeester Manager, Talent Acquisition & HR Compliance Officer Title IX Coordinator NWTC, 2740 West Mason Street, Green Bay, WI 54303 (920) 498-6932   <a href="mailto:dawn.rentmeester@nwtc.edu">dawn.rentmeester@nwtc.edu</a>

While the primary responsibility for the development and monitoring the affirmative action program is primarily the responsibility of the Vice President of Talent & Culture, the support of every employee, student, and recipient of the College services is also required to assure an environment conducive to the success of the program.

**Revision History**

Revision Number	Effective Date	Description
1	12/30/2014	Initial Version
2	12/1/2018	Revision
3	5/3/2021	Revision
4	11/17/2021	Revision
5	4/23/2025	Updated language to match the College's adoption of a new Affirmative Action Statement. Updated offices designed to assist in resolving complaints.