

TYPE: DIVERSITY, EQUITY AND INCLUSION

POLICY TITLE: Affirmative Action/Equal Opportunity Statement

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, color, disability, marital status, sex, including sexual orientation and gender identity, national origin, ancestry, religion, speaking skills, and 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 or contact the Director of Diversity & Inclusion/Title IX Coordinator.

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:

John Grant Dean, Student Development Title IX Student Deputy Coordinator, Student Services NWTC 2740 West Mason Street Green Bay, WI 54307-9042 920-498-6984 john.grant@nwtc.edu	Marcus Perez Director, Talent Strategy Talent & Culture NWTC 2740 West Mason Street Green Bay, WI 54307-9042 920-498-6828 marcus.perez@nwtc.edu	Kelly Schumacher Disability Services and CARE Case Manager, Student Services NWTC 2740 West Mason Street Green Bay, WI 54307-9042 920-498-6390 kelly.schumacher@nwtc.edu
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While the primary responsibility for the development and monitoring the affirmative action program is primarily the responsibility of the President and the Chief Officer for Diversity, Equity, and Inclusion, 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.

Approved by ELT on 12/30/14

Revised 12/1/18

Revised 5/3/21