

# Nondiscrimination/Equal Employment Opportunity Statement

In accordance with state and federal law, McPherson College does not discriminate on the basis of race, creed, color, religion, national origin, ancestry, citizenship status, age, disability, sex, marital status, veteran status, genetic information, sexual orientation, pregnancy or related condition or any other legally protected characteristic, in the hiring process, during employment, and in the operation of all College programs, activities, and services, including, but not limited to, academics, athletics, other extracurricular activities, the awarding of student financial aid, recruitment, admissions, and housing.

Persons having inquiries concerning the College's compliance with this policy or any laws and regulations prohibiting discrimination are directed to contact the following:

- A current student or potential student with questions or concerns about any type of discrimination is encouraged to bring these issues to the attention of the Associate Vice President, Dean of Students, Dan Falk, (620) 242-0503, [falkd@mcpherson.edu](mailto:falkd@mcpherson.edu). Additionally, any member of the college's administration may be contacted with questions or concerns.
- An employee with questions or concerns about any type of discrimination in the workplace or an applicant, who has applied for an open position at McPherson College, is encouraged to bring these issues to the attention of the Director of Human Resources, who may be contacted at: (620) 242-0454 or [stocklib@mcpherson.edu](mailto:stocklib@mcpherson.edu). Additionally,

employees should feel free to raise concerns of discrimination with their immediate supervisors at any time.

- Questions or concerns regarding the College's compliance with Title IX and its prohibition of sex discrimination may be directed to the Title IX Coordinator. McPherson has designated the following Title IX Coordinator as named in the College's Sexual Harassment Policy.

**Title IX Coordinator:**

Dan Falk

Associate VP for Student Affairs/Dean of Students

McPherson College

1600 East Euclid

McPherson KS 67460

(620) 242-0503

[falkd@mcpherson.edu](mailto:falkd@mcpherson.edu)

The College has also designated the following Deputy Title IX Coordinator to assist the Title IX Coordinator in carrying out his or her duties under this policy:

Matt Skillen

Dean of Faculty

(620) 242-0506

[skillenm@mcpherson.edu](mailto:skillenm@mcpherson.edu)

- For questions or concerns related to the Americans with Disabilities Act or Section 504 of the Rehabilitation Act, please contact:

Office of Advising and Student Success

Linda Barrett

1600 East Euclid

McPherson College

McPherson KS 67460

barrettb@mcpherson.edu

620-242-0510

- For all other inquiries related to discrimination at the College, please contact:

Brenda Jill Stocklin-Smith, M.Ed.

1600 East Euclid

Human Resources

McPherson College

McPherson KS 67460

(620) 242-0454

[stocklib@mcpherson.edu](mailto:stocklib@mcpherson.edu)

- The U.S. Department of Education's Office for Civil Rights (OCR) enforces discrimination laws related to race, color, national origin, sex, disability, and age. Complaints related to these protected classes can also be filed with OCR by visiting:

<http://www2.ed.gov/about/offices/list/ocr/complaintintro.html>.

*No individual will be subject to any form of retaliation, discipline, or other adverse action for reporting conduct in violation of the College's nondiscrimination/EE0 policy, assisting/cooperating in making a complaint, or assisting with the investigation of a complaint. Any individual who believes they have experienced or witnessed retaliation should immediately notify the appropriate member(s) of the administration as identified above. Those found to be engaging in any type of discrimination in violation of the law or College policy will be subject to disciplinary action, up to and including expulsion or termination of employment.*

[Administrative Policy #180, Policy against Discrimination, Harassment and Retaliation and Complaint Procedures](#) explains the process for an individual to file a complaint.

In addition, the following policies and procedures are utilized by McPherson in addressing various forms of discrimination complaints:

- [Administrative Policy 150: Sexual Harassment Policy and Title IX Grievance Procedures](#)
- [Sexual Harassment Incident Report](#)
- [Administrative Policy 225: Americans with Disability \(ADA\) Reasonable Accommodation Policy](#)
- [Statement of Non-Discrimination and Confidentiality](#)
- [Accommodation Procedures, Office of Student Success](#)
- [Student Right-To-Know Information](#)