

ADMINISTRATION
Prohibition of Discrimination
and Harassment in All Forms # 2420

POLICY

Ocean County College prohibits unlawful discrimination and harassment in any form. All vocational opportunities are accessible without regard to race, color, national origin, sex, or handicap. The Board of Trustees is committed to maintaining compliance with the following laws:

New Jersey Law Against Discrimination - N.J.S.A. 10:5-1 et seq.
New Jersey State Wage and Hour Law - N.J.S.A. 34:11-56a et seq.
Age Discrimination in Employment Act of 1967 - 29 U.S.C. 621-634
Americans with Disabilities Act of 1990 - 42 U.S.C. 12101 et seq.
Civil Rights Act of 1966 - 42 U.S.C. 1981
Title VI Civil Rights Act of 1964 - 42 U.S.C. 2000d
Title VI Civil Rights Act of 1964 - 42 U.S.C. 2000e
Civil Rights Act of 1991 - 29 U.S.C. 621 et seq. - 42 U.S.C. 1981, 1989, 2000e, 12101 et seq.
Equal Pay Act of 1963 - 29 U.S.C. 206 (d)
Executive Order 11246 - 30 Fed. Reg. 12319
Fair Labor Standards Act of 1968 - 29 U.S.C. 201-219
Title IX Higher Education Act of 1965 (as amended by the Education Amendments of 1972, Title IX),
20 U.S.C. 1681-1686
Occupational Safety and Health Act of 1970, 29 U.S.C. 651-678
Rehabilitation Act of 1973 - 29 U.S.C. 701-796i, 793-794, Section 503, and Section 504.
Revenue Sharing act of 1972 - 31 U.S.C. 6716-6722
Vietnam Era Veterans' Readjustment Act of 1974 - 38 U.S.C. 2011-2012

The Board of Trustees is also committed to maintaining compliance with any modification of existing anti-discrimination laws or new anti-discrimination laws which apply to Ocean County College.

Any member of the college community or the public who has a Title IX concern, ADA or Section 504 accessibility concern or an ADA related complaint may contact the appropriate Vice President at Ocean County College, PO Box 2001, Toms River, NJ 08754,
(732) 255-0400

Vice President of Academic Affairs - Compliance Officer for all academic programs and services at extension 487.

Vice President of Student Affairs - Compliance Officer for all student programs and services at extension 2139.

Vice President of Planning and Administration - Compliance Officer for all facilities, communication systems, and transportation systems at extension 2068.

Vice President of Finance - Compliance Officer for all employment programs and processes at extension 2062.

ADOPTED: January 27, 1986
Revised: December 7, 1992 (previously numbered 3316.2)
Revised: February 28, 2005
Revised: February 26, 2007

PROCEDURE

1. Any student who believes he/she has suffered harm by violation of Policy #2420 shall file a written complaint with the Vice President of Student Affairs as soon as possible but not later than ninety (90) calendar days following knowledge of the event(s) giving rise to the complaint. The Vice President of Student Affairs shall conduct a thorough investigation of the complaint and take action and/or make an appropriate recommendation to the President.
2. Any employee who believes he/she has suffered harm by violation of Policy #2420 and who is covered by a Labor Agreement, shall file a grievance in accordance with the grievance procedure of his/her Agreement.
3. Any employee who believes he/she has suffered harm by violation of Policy #2420 and is not covered by a Labor Agreement, shall file a grievance in accordance with Board Policy/Procedure #3316.
4. All sexual harassment discrimination complaints shall be filed in accordance with Board Policy/Procedure #2410.
5. All discrimination complaints and grievances shall be classified as "confidential" and shall be handled with the utmost discretion.
6. Title IX Concerns and Section 504/ADA Accessibility Concerns: Any member of the college community or the public who has a Title IX concern, ADA or Section 504 accessibility concern or an ADA related complaint may contact the appropriate Vice President at Ocean County College, PO Box 2001, Toms River, NJ 08754, (732) 255-0400

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ADOPTED: January 27, 1986

Revised: December 15, 1992

Revised; April 30, 1996

Revised: March 17, 1998

Revised: April 25, 2000

Revised: November 21, 2000

Revised: February 3, 2005

Revised: February 14, 2007