

EXHIBIT B



BOARD OF TRUSTEES

Bylaw, Policy, and Curriculum Committee Agenda Items

To: Board of Trustees

From: Office of the President

Date: October 27, 2022

The following Bylaw, Policy, and Curriculum Committee items are recommended to the Ocean County College Board of Trustees for approval at its meeting on **Thursday, November 3, 2022**:

1. Recommend approval of the following revised policy:
 - a. Policy #2410, Administration, General, Nondiscrimination, Equal Opportunity, and Harassment (**Exhibit B-1**)

EXHIBIT B-1

POLICY

Ocean County College is committed to providing a workplace and educational environment, as well as other benefits, programs, and activities, that are free from discrimination, harassment, and retaliation. The policy, procedures, and associated manual are designed to ensure compliance with federal and state civil rights laws and regulations and to affirm Ocean County College's commitment to promoting the goals of fairness and equity in all aspects of the educational program or activity. The policy, procedures, and associated manual provide a prompt, fair, and impartial process for those involved in an allegation of discrimination or harassment on the basis of protected class status, and for allegations of retaliation. Ocean County College values and upholds the equal dignity of all members of its community and strives to balance the rights of the parties in the grievance process during what is often a difficult time for all those involved.

Students, staff, administrators, and faculty are entitled to an employment and educational environment that is free of discriminatory harassment. Ocean County College's harassment policy is not meant to inhibit or prohibit educational content or discussions inside or outside of the classroom that include relevant but controversial or sensitive subject matters protected by academic freedom.

Nondiscrimination

Ocean County College adheres to all federal and state civil rights laws and regulations prohibiting discrimination in public institutions of higher education. Ocean County College does not discriminate against any employee, applicant for employment, student, or applicant for admission on the basis of: race, religion, hearing status, personal appearance, color, sex, pregnancy, political affiliation, source of income, place of business, residence, ethnicity, national origin (including ancestry), citizenship status, physical or mental disability (including perceived disability), age, marital status, family responsibilities, sexual orientation, gender identity, gender expression, veteran or military status (including disabled veteran, recently separated veteran, active duty wartime or campaign badge veteran, and Armed Forces Service Medal veteran), predisposing genetic characteristics, domestic violence victim status, height, weight or any other protected category under applicable local, state, or federal law, including protections for those opposing discrimination or participating in any grievance process on campus, with the Equal Employment Opportunity Commission, or other human rights agencies.

This policy covers nondiscrimination in both employment and access to educational opportunities. Therefore, any member of the Ocean County College community whose acts deny, deprive, or limit the educational or employment or social access, benefits, and/or opportunities of any member of the Ocean County College community, guest, or visitor on the basis of that person's actual or perceived membership in the protected classes listed above is in violation of the Ocean County College policy on nondiscrimination.

When brought to the attention of the College, any such discrimination will be promptly and fairly addressed and remedied by the College according to the appropriate grievance process described in the Nondiscrimination, Equal Opportunity, and Harassment Grievance Procedural Manual.

Disability Discrimination and Accommodation

Ocean County College is committed to full compliance with the Americans With Disabilities Act of 1990 (ADA), as amended, and Section 504 of the Rehabilitation Act of 1973, which prohibit discrimination against qualified persons with disabilities, as well as other federal and state laws

and regulations pertaining to individuals with disabilities.

Under the ADA and its amendments, a person has a disability if they have a physical or mental impairment that substantially limits a major life activity.

The ADA also protects individuals who have a record of a substantially limiting impairment or who are regarded as disabled by the College, regardless of whether they currently have a disability. A substantial impairment is one that significantly limits or restricts a major life activity such as hearing, seeing, speaking, breathing, performing manual tasks, walking, or caring for oneself.

The ~~Associate Vice President of Human Resources~~ Director of Program Compliance has been designated as Ocean County College's ADA/504 Coordinator responsible for overseeing efforts to comply with these disability laws, including responding to grievances and conducting investigations of any allegation of noncompliance or discrimination based on disability.

Grievances related to disability status and/or accommodations will be addressed using the procedures identified in the Nondiscrimination, Equal Opportunity, and Harassment Grievance Procedural Manual.

For details relating to disability accommodations in the College's resolution process, please see manual.

Adopted: December 9, 1991

Revised: June 23, 2003

Revised: April 28, 2022

Revised: November ~~30~~, 2022