

Nondiscrimination in Educational Programs

I. Purpose

The purpose of this policy is to ensure that Dyersburg State Community College (DSCC) is in compliance with Title IX of the Education Amendments of 1972, Sections 799A and 845 of the Public Health Service Act and Regulations issued pursuant thereto (45 C.F.R, Parts 83 and 86).

II. Scope

This policy applies to all DSCC faculty, staff and students.

III. Policy

DSCC shall not discriminate on the basis of sex in the education programs or activities of the college, including health-related training programs. DSCC shall ensure that equal opportunity and nondiscrimination exist on the basis of sex for students in all education programs and activities, including but not limited to, the following:

- recruitment and admission
- academic, extracurricular, research, occupational training, health-related training, & other education programs
- rules on student life activities
- housing
- facilities
- access to course offerings
- counseling
- financial assistance
- employment assistance
- health/insurance benefits & services
- rules on marital or parental status
- athletics

In addition, in conjunction with Tennessee Board of Regents Policy No. 5:01:02:00, DSCC shall ensure that no person, on the basis of sex, is excluded from participation in, denied the benefits of, or subjected to discrimination in employment under any education program or activity. Nondiscrimination in employment on the basis of sex shall include, but not be limited to, the following areas:

- employment criteria
- recruitment and hiring
- promotion, tenure, demotion, transfer, layoff, termination, nepotism policies, and rehiring
- compensation

- job assignments, classifications, and descriptions, lines of progression and seniority lists
- leave
- fringe benefits
- all other terms, conditions, and privileges of employment.

Procedures

1. DSCC has designated the Director of Human Resources to coordinate institutional efforts to comply with the Acts and the Regulations. The Director must have sufficient time and ability to evaluate DSCC's compliance efforts, coordinate such efforts, and investigate complaints by employees or students arising under the Acts and the Regulations. The name of the Director must be submitted to the Chancellor.
2. Grievance Procedures. DSCC has submitted to the Chancellor grievance procedures which will ensure prompt and equitable resolution of student and employee complaints arising under the Acts or the Regulations.
3. Statement and Dissemination of Policy. (a) DSCC has a policy statement reaffirming the fact that it does not discriminate on the basis of sex in the educational programs or activities which it operates and that it is required by Title IX of the Educational Amendments of 1972, Sections 799A and 845 of the Public Health Service Act, and 45 C.F.R. Parts 83 and 86 not to discriminate in employment in or admission to education programs or activities. The policy statement includes the name and address of the Director of Human Resources, who is the individual to whom inquiries concerning the application of the above Acts or the Regulations adopted pursuant thereto may be directed and (b) DSCC has adopted specific and continuing measures whereby applicants for admission and employment, students, employees, and sources of referral of applicants for admission and employment will be notified of the policy adopted pursuant to section (a) of this item. The policy statement adopted pursuant to section (a) of this item is published in the following publications: (1) local newspapers; (2) newspapers and magazines operated by DSCC or by student or alumni groups; and (3) memoranda or written communications to every student and employee of the institution or school.

In addition, DSCC includes the policy statement in each announcement, bulletin, catalog, and application form which it makes available to any person herein described, or which is used in connection with the recruitment of students or employees.

4. Self-Evaluation. DSCC submits to the Chancellor a written self-evaluation of its current policies and practices and the effects thereof concerning admission and treatment of students, and employment of academic and non-academic personnel working in connection with DSCC's education programs and activities. DSCC will modify any policies and practices which do not meet the requirements of Title IX, the Public Health Service Act, or the Regulations issued pursuant thereto, will take appropriate remedial steps to eliminate the effects of any discrimination which resulted from such policies and practices, and will recommend to the Chancellor amendment of any state legislation which inhibits compliance with Title IX, the Public Health Service Act, and the Regulations issued pursuant thereto.

Sexual Harassment

DSCC does not condone sexual harassment of students, applicants for employment or employees and affirmatively addresses all allegations of sexual harassment.

IV. Compliance

All DSCC faculty, staff and students must adhere to this policy

V. Definitions

VI. Revision History

Policy written May, 2005. Policy revised October 2012; approved by Administrative Council on 02/22/13; approved by Administrative Council on 02/23/2023. Reviewed with no changes on April 24, 2025.