

NONDISCRIMINATION/EEO POLICY

(See also Gallaudet Policy 3.01: EEO/Affirmative Action)

The Clerc Center is an equal opportunity employer/educational institution and does not discriminate on the basis of race, hearing status, disability, religion, color, national origin, age, sex, covered veterans status, marital status, personal appearance, sexual orientation, family responsibilities, matriculation, political affiliation, source of income, place of business or residence, pregnancy, childbirth, or any other unlawful basis. This policy is in compliance with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Rehabilitation Act, the Age Discrimination in Employment Act, the District of Columbia Human Rights Act, and other applicable laws. This nondiscrimination and equal opportunity policy also applies to all students (residential, local or commuter students), staff, and teachers.

The Clerc Center's policy of nondiscrimination and equal opportunity applies to every aspect of its operations and activities. For instance, for students, this nondiscrimination policy applies to admissions, its educational programs and activities, and its residence education programs and activities. For staff and faculty, this nondiscrimination policy applies to applicants and current employees with respect to, but not necessarily limited to: recruitment, hiring, placement, promotion, transfer, reassignment, reappointment, tenure, demotion, selection for training, layoff, furlough, and termination, compensation, and all other conditions or privileges of employment. Notices of non-discrimination are posted in conspicuous places to be viewed by all students, staff and faculty.

Discrimination on any protected basis, such as race, can occur when an individual treats another party differently because of that party's race. Unless there is a legitimate, nondiscriminatory reason, an individual cannot be treated differently because of his or her race so as to interfere with or limit the ability of that party from participating in or benefiting from the services, activities, or privileges afforded to all members of the Clerc Center community. Individuals or groups who engage in discrimination will be subject to corrective action, up to and including termination from employment (applicable to employees) or dismissal from the Clerc Center (for students).

To further demonstrate its commitment to equal employment opportunities, the University has established a completely voluntary affirmative action plan to promote the employment and advancement of deaf and hard of hearing people, disabled individuals, and members of traditionally underrepresented groups, women, disabled veterans, and veterans of the Vietnam era.

Applicants are requested to voluntarily provide information relative to ethnicity, sex, hearing status, disability, and veteran status. This information is maintained confidentially and is used for affirmative action purposes only.

The Dean or administrative designee is responsible for ensuring compliance with this policy. Students should contact the Principal at 202/651-5031 (Voice/VP) or Director of Student Life at 202/651-5310 (Voice/VP) with any questions about the application of this policy. Employees should contact the Executive Director at 202/651-5346 (Voice/VP) with any questions. Complaints of alleged violations of this policy can be filed using Clerc Center's grievance procedures, which can be found at <http://ccdham.gallaudet.edu/pdf/GrievanceProcedures.pdf> and in the Parent-Student Handbook.