

## Anti-Discrimination Policy

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### OPERATIONAL POLICY STATEMENT

Yavapai College does not discriminate in its educational programs or in its employment practices on the basis of race, color, national origin, age, sex, sexual orientation, citizenship status, veteran status, gender identity, religion, disability or any legally protected classification. We are dedicated to the principle that an individual should be judged only by his/her qualifications, skills, and performance. All College activities will be conducted on a non-discriminatory basis. Individuals violating this operational policy are subject to disciplinary action.

Prohibited harassment is a form of discrimination when based on one of the above-named qualities. Harassment is severe, pervasive, or persistent behavior which creates a hostile working or educational environment in violation of the law. For a more complete discussion of prohibited harassment, see Operational Policy 10.08 Prohibited Harassment.

Any member of the College community, including applicants, employees, and students, who believes that he or she has received discriminatory treatment in violation of this operational policy should follow the complaint procedure in Operational Policy 10.05 Student and Employee Grievances Based on Discrimination, Harassment, or Retaliation.

### Reporting Discrimination:

Complaints of discrimination in connection to the employment practices of Yavapai College should be reported to the [Human Resources Office](#). *[these words are embedded with the link to the proper email link – does not show up in red line]*

Complaints of discrimination in connection to the educational programs and activities of the College should be reported to the [Student Conduct & Community Standards Office](#). *[these words are embedded with the link the proper email link – does not show up in red line]*

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### RELATED INFORMATION

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### OPERATIONAL POLICY HISTORY

Adopted 02/28/2017  
Renumbered from 10.6 to 10.06 on  
5/04/2018 Revised 9/23/20  
Revised to “Operational” Policy 3/5/2021

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