

 <b>CSN Policy</b>	<b>Non-Discrimination Policy</b>
<b>Policy Category: Human Resources</b>	<b>Effective Date: 07/11/2013</b>
<p><b>MOST RECENT CHANGES</b></p> <p>Version # 1: Formatted in accordance with GEN 1.2.</p>	

**I. POLICY PURPOSE**

This policy is intended to make members of the campus community aware of CSN's policy regarding non-discrimination and the rights afforded under NSHE Handbook, Title 4, Chapter 8 and Title IX of the Education Amendments Act of 1972.

**II. POLICY STATEMENT**

**1. Policy Applicability and Sanctions**

The College of Southern Nevada (CSN) is committed to providing a place of work and learning free of discrimination on the basis of a person's age, disability, whether actual or perceived by others (including service-connected disabilities), gender (including pregnancy related condition), military status or military obligations, sexual orientation, gender identity or expression, genetic information, national origin, race, or religion. Where discrimination is found to have occurred, CSN will act to stop the discrimination, to prevent its recurrence, to remedy its effects, and to discipline those responsible.

No employee or student, either in the workplace or in the academic environment, should be subject to discrimination.

It is expected that students, faculty and staff will treat one another and campus visitors with respect.

**2. Policy Applicability and Sanctions**

All students, faculty, staff, and other members of the campus community are subject to this policy. Students, faculty, or staff who violate this policy are subject to discipline up to and including termination and/or expulsion, in accordance with the Nevada System of Higher Education (NSHE) Code (or in the case of students, any applicable student code of conduct) or, in the case of classified employees, the Nevada Administrative Code. Other lesser sanctions may be imposed, depending on the circumstances. Complaints may also be filed against visitors, consultants, independent contractors, service providers and outside vendors whose conduct violates this policy, with a possible sanction of limiting access to institution facilities and other measures to protect the campus community.

**III. PROCEDURE**

Additional information regarding CSN's grievance procedures may be found in the Affirmative Action Plan located on the Affirmative Action web page at [www.csn.edu](http://www.csn.edu) and in Appendix C of CSN's College Catalog.

**IV. AUTHORITY AND CROSS REFERENCE LINKS**

[NSHE Handbook, Title 4, Chapter 8, Section 13](#)

[CSN Affirmative Action web page](#)

[CSN College Catalog, Appendix C](#) (link goes to catalog page, scroll on page to choose catalog for the appropriate Academic year)

Title IX of the Education Amendments Act of 1972, specifically at [20 U.S.C. § 1681\(a\)](#)

**V. DISCLAIMER (Include in All Policies)**

The President has the discretion to suspend or rescind all or any part of this policy or related procedure(s). The President shall notify appropriate CSN personnel, including the Administrative Code Officer and Faculty Senate Chair, of the suspension or rescission.

Questions about this policy should be referred to the CSN Administrative Code Officer ([general.counsel@csn.edu](mailto:general.counsel@csn.edu), 702.651.7488) and/or CSN's Title IX Coordinator, Thomas Brown, Associate Vice President for Human Resources, 651-7543, [thomas.brown@csn.edu](mailto:thomas.brown@csn.edu), Office E-414, Charleston Campus or Debbie Tanner, Compliance Investigator II, 651-5783, [debbie.tanner@csn.edu](mailto:debbie.tanner@csn.edu), Office E-125, Charleston Campus.

**VI. SIGNATURES**

Recommended by (add additional signature lines as appropriate):

/s/ Thomas Brown

Thomas Brown  
Associate Vice President for Human Resources

07/11/2013

Date

Reviewed for Legal Sufficiency:

/s/ Richard L. Hinckley

General Counsel

07/09/2013

Date

Approved by:

/s/ Michael D. Richards

CSN President

07/11/2013

Date

**VII. ATTACHMENTS**

Attachment A - History

### **Attachment A HISTORY**

- Version 1:
  - 07/11/2013: Approved by CSN President (M. Richards)
  - 07/09/2013: Reviewed by General Counsel (R. Hinckley)
  - 07/08/2013: Recommended by Associate Vice President for Human Resources (T. Brown)