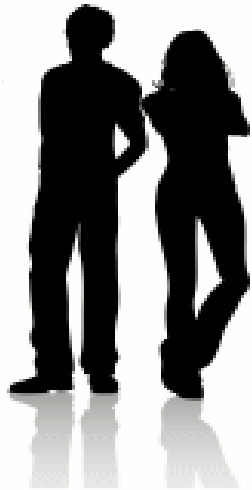


Gender discrimination is unequal or disadvantageous treatment of a group or an individual based on gender. Sexual harassment is a form of gender discrimination.

Sexual harassment is defined as unwelcome sexual advances, sexual assaults, or requests for sexual favors, and other verbal or physical conduct of a sexual nature. It may include inappropriate touching, patting, or pinching – displaying of sexually demeaning or offensive objects and pictures – coerced sexual activity – suggestive or insulting sounds, whistles, catcalls – obscene phone calls, email or gestures – sexually suggestive jokes or innuendos – or derogatory or degrading remarks about a person’s body, clothing, or sexual activity.



## What is Gender Discrimination and Sexual Harassment?

Gender discrimination and sexual harassment are prohibited by Title VII of the Civil Rights Act of 1964 as amended and Title IX of the Educational Amendments of 1972. The law prohibits discrimination on the basis of sex, in any federally funded education program or activity. It is unlawful for a recipient of federal funds to discriminate on the basis of sex against students, faculty and staff. It is the policy of Cowley College to provide equal employment and educational opportunity on the basis of merit without discrimination because of age, race, ethnicity, color, sex, religion, national origin, sexual orientation, veteran’s status, or disability. Policies specific to harassment are below:

### #128. Harassment, Discrimination, and Title IX

### #428. Student Title IX

All college policies are available in full on the college website at [www.cowley.edu/policy](http://www.cowley.edu/policy). Individuals who would like a hardcopy of a policy may also request one from the office of Student Affairs. 620-441-5274

# Title IX

## Gender Discrimination and Sexual Harassment

**COWLEY  
COLLEGE**



## REPORTING OPTIONS:



### NOTICE OF NON-DISCRIMINATION

Cowley County Community College and Area Vocational-Technical School is dedicated to providing equal opportunities to all individuals regardless of race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, genetic information, marital status, political affiliation or other legally protected category.

The college will provide all qualified individuals reasonable accommodations in the work and educational environment and ensure equal access to all College programs, activities and facilities.

The College does not discriminate in admissions, educational programs, or employment on the basis of any factor outlined above or prohibited under applicable law.

This prohibition against discrimination applies to College employees, students, contractors, or agents of the College and to anyone participating in a College-sponsored event or activity. Inquiries concerning the college's compliance with its non-discrimination policies may be referred to the Vice President for Student Affairs or the Director of Human Resources at 125 S Second St, Arkansas City, KS 67005 or by calling 620.442.0430.

Any person who believes that discriminatory practices have been engaged upon may file informal or formal complaints with the college.

There are several individuals you may contact on campus with your complaint. You may contact a department chair or program director. You may also contact an appropriate administrator:

\*Vice President of Student Affairs  
620-441-5245  
Nelson Student Center, #203  
vpstudentaffairs@cowley.edu

\*Vice President of Academic Affairs  
620-441-6584  
Galle Johnson Hall #206  
vpacademic@cowley.edu

\*Executive Vice President of Business Services  
620-441-5207  
Galle Johnson Hall, #207  
evpbusiness@cowley.edu

Individuals may also report a complaint via the Cowley Website on the "Tell it to the President" link.

Cowley College is committed to providing students with resources for assistance in both mental and physical health. The following resources are available to all Cowley students.

**\*Student Life Counselor:** The Student Life Counselor, Roy Reynolds, is free and confidential for students. He is available 8 am to 4:30 pm, Monday through Friday. Roy's office is located in the Nelson Student Center, #204, 620-441-5288, Reynolds@cowley.edu.

**\*Student Life Nurse:** A Registered Nurse is available to students for free consultations and other minor medical services. Her office is open Monday through Friday 8am to noon. A PA visits campus every Wednesday afternoon for students as well. She is located in the Nelson Student Center, #210, 620-441-5236.

**\*Cowley County Mental Health**  
620-442-4540 or 620-221-9664

HELPING HANDS...