

## NORTHWESTERN CONNECTICUT COMMUNITY COLLEGE

### NON-DISCRIMINATION POLICY

Northwestern Connecticut Community College of the State of Connecticut will not discriminate against any individual on the grounds of race, color, religious creed, sex, age, national origin, ancestry, present or past history of mental disability, deafness, genetic information, marital status, mental retardation, sexual orientation, learning disability, physical disability, including but not limited to blindness, or prior conviction of a crime, unless the provisions of sections 46a-60(b) or 46a-81(b) of the Connecticut General Statutes are controlling, or there is a bona fide occupational qualification excluding persons in one of the above protected groups. With respect to the foregoing, discrimination on the basis of sex shall include sexual harassment as defined in section 46a-68(8) of the Connecticut General Statutes. Although it is recognized that there are bona fide occupational qualifications which provide for exception from employment prohibition, it is understood these exceptions are to be applied pursuant to section 46a-68-33 of the Administrative Regulations.

Further, the College will not discriminate against any person on the grounds of political beliefs, or veteran status.

Any person having inquiries concerning Northwestern Connecticut Community College's compliance with the regulations implementing Title VI, Title IX or Section 504 is directed to contact Ruth Gonzalez, Director of Student Development, Green Woods Hall, (860) 738-6315, [RGonzalez@nwcc.commnet.edu](mailto:RGonzalez@nwcc.commnet.edu), who has been designated by the College to coordinate the institution's efforts to comply with the regulations implementing Title VI, Title IX and Section 504 for its students. Fran Almeida Pistilli, the College's Affirmative Action Officer, English House, (860) 738-6325, [FPistilli@nwcc.commnet.edu](mailto:FPistilli@nwcc.commnet.edu), has been designated by the College as the Assistant Coordinator for the institution's efforts to comply with the regulations implementing Title VI, Title IX and Section 504 for its faculty and staff.

Any person having inquiries concerning NCCC's compliance with the regulations may also contact the Department of Education, Office of Civil Rights, Boston Office, 8<sup>th</sup> Floor, 5 Post Office Square, Boston, MA 02109-3921, 6617-289-0111, [OCR.Boston@ed.gov](mailto:OCR.Boston@ed.gov)