

DAVIDSON-DAVIE COMMUNITY COLLEGE  
Students  
UNLAWFUL DISCRIMINATION AND HARASSMENT  
POLICY 5.3.3

The College is fully committed to providing a learning and working environment that is free from prohibited discrimination. The College does not practice or condone discrimination based on race, color, national origin, religion, sex, sexual orientation, gender, gender identity or expression, pregnancy, disability, genetic information, age, political affiliation or veterans' status in the administration or in any of its academic programs and employment practices.

The College will address any such discrimination of which it has actual knowledge using the following procedures:

For issues related to Title IX sexual harassment, see Procedures 3.3.7.1/5.3.3.1 – Sexual Harassment and Sexual Violence.

For issues related to all other types of unlawful discrimination and harassment, see Procedures 3.3.7.2/5.3.3.2 – Unlawful Discrimination and Harassment.

Updated: June, 2020

Adopted: July, 2020

Updated: February, 2024 | July, 2024 | March, 2025

Legal Reference: Title VII of the Civil Rights Act of 1964; The Americans with Disabilities Act of 1990; Section 504 of the Rehabilitations Act of 1973; The Age Discrimination in Employment Act of 1967; Equal Pay Act of 1963; Title II of the Genetic Information Nondiscrimination Act of 2008; Title IX of the Higher Education Amendments of 1972; Lily Ledbetter Act; NC Equal Employment Practices Act; NC Retaliatory Employment Discrimination Act; Jeanne Clery Disclosure Act of Campus Security Policy and Campus Statistic Act of 1990; Campus Sexual Assault Victim's Bill of Rights of 1992; Violence Against Women Act of 1994; Campus Sexual Violence Elimination Act of 2013; Pregnant Workers Fairness Act of 2023.

Cross Reference: Policy 3.3.7