

# B O A R D P O L I C Y

WESTERN IOWA TECH COMMUNITY COLLEGE

	Series Number: 206.1
Title	All Personnel
	Nondiscrimination Policy

Western Iowa Tech Community College's official Nondiscrimination Policy will be as follows;

**Nondiscrimination Statement**

It is the policy of Western Iowa Tech Community College not to discriminate on the basis of race, creed, color, sex (including pregnancy), national origin, religion, age, disability, sexual orientation, socioeconomic status, actual or potential parent, family or marital status, or other characteristic protected by law in its programs, activities, or employment practices as required by state and federal civil rights regulation.

If you have questions or complaints, please contact Dean of Human Resources (employees) 4647 Stone Avenue, Sioux City, IA 51106; 712-274-6400 ext. 1406; [equity@witcc.edu](mailto:equity@witcc.edu) or Dean of Opportunity and Engagement (students) 4647 Stone Avenue, Sioux City, IA 51106; 712-274-6400 ext. 2887; [equity@witcc.edu](mailto:equity@witcc.edu) or the Director of the Office for Civil Rights, U.S. Department of Education, Cesar E. Chavez Memorial Building, 1244 Speer Blvd, Ste 310, Denver, CO 80204-3582, phone number 303-844-5695, fax 303-844-4303, TDD 800-877-8339; email: [OCR.Denver@ed.gov](mailto:OCR.Denver@ed.gov) Inquiries about Title IX may be referred to the College's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both. The College's Title IX Coordinator is the same as the Dean of Human Resources, with the contact information set forth above.

The College's Nondiscrimination Statement and grievance procedures can be found prominently posted on the College's website, and/or by request from the Title IX/Equity Coordinator. Please refer to these policies and procedures to report information that may constitute discrimination, including a report of sex discrimination under Title IX.

**Abbreviated Equity Statement:**

It is the policy of Western Iowa Tech Community College not to discriminate on the basis of race, creed, color, sex (including pregnancy), national origin, religion, age, disability, sexual orientation, socioeconomic status, actual or potential parent, family or marital status, or other characteristic protected by law in its programs, activities, or employment practices as required by state and federal civil rights regulation. Individuals who feel they have been discriminated against can reference the Western Iowa Tech website, [www.witcc.edu](http://www.witcc.edu), for more information and contacts. Individuals may report concerns or questions to the Title IX/Equity Coordinator at [equity@witcc.edu](mailto:equity@witcc.edu). The Notice of Nondiscrimination is located at Board Policy 206.1.

Date of Adoption	11/12/2019		Legal Reference: (Code of Iowa)
Date of Last Revision	7/8/24		
Date of Current Revision	7/14/2025		Date of Last Review: 5/1/25
Related Administrative Procedures and Cross References			302.1, 303.3, 400.17, 400.19, 400.2, 400.5(h), 502.4, 805.3, 806.1