



**Title of Policy: Non-Discrimination Policy**

**Applies to (check all that apply):**

Full-time PIN Faculty \_\_\_\_\_ Full-time PIN Staff \_\_\_\_\_ All Personnel \_\_\_\_\_  
Division/Department \_\_\_\_\_ College X \_\_\_\_\_

**Topic/Issue:**

Baltimore City Community College is committed to providing an inclusive and welcoming environment in which diversity is a fundamental core value. The Non-Discrimination Policy and Procedures were approved by the Board on October 21, 1992. Revisions are needed to both the policy and procedures to remove references to the Vice President of Administration, a position that no longer exists.

**Background to Issue/Rationale for Policy:**

Baltimore City Community College seeks to foster positive human relations among all individuals and groups within its community, to develop positive and creative human relations programs and educational activities, and to eliminate all forms of discrimination.

**State/Federal regulations and other policies/requirements (cite if applicable):**

COMAR -13A.11.04.19. 19 Affirmative Action and Non-Discrimination  
Title VI of the Civil Rights Act of 1964  
Title VII of the Civil Rights Act of 1964  
Title IX of Education Amendments of 1972  
American Disabilities Act of 1990  
Article 49B, Annotated Code of Maryland  
Article 64A. Section 12-A-E, Annotated Code of Maryland  
The Governor’s Executive Order – 01.01.2007.09, Code of Fair Employment Practices

**Policy Language:**

It is the policy of Baltimore City Community College to adhere to a “zero tolerance” strategy regarding discrimination on grounds of race, color, religious affiliation, belief or opinion, creed, sex or sexual orientation, marital status, age, ancestry or national origin, physical or mental disability, genetic information, or any other non-merit factor in the administration of any of its educational programs, services or activities, or with respect to employment.

**Implementation Date: October 1, 2007**

**Originator/Division:** Human Resources

**Approved by the Board of Trustees: September 19, 2007**