

# Equal Opportunity in Education and Employment

The Board of Trustees and the entities under its direction and control are equal opportunity employers. It is their policy to provide equal opportunity for employment and advancement to all applicants and employees as required by appropriate federal and state law. This policy is enforced by Federal law under Civil Rights Act of 1964, as amended in 1972 and 1991; Title VI; Title VII; Executive Order 11246, 1965, amended by Executive Order 11375; Equal Opportunity Act of 1972; Title VII Education Amendments of 1972; Title IX (P.L. 92-318) 45 CFR, Parts 81, 86 (Federal Register, June 4, 1975, August 11, 1975); Section 504 of the Rehabilitation Act of 1973 (Federal Register, May 4, 1977); Pregnancy Discrimination Act of 1978; Americans With Disabilities Act of 1990. (GAAA). Inquiries regarding compliance with these statutes may be directed to the Title IX Senior Coordinator or the Title IX Coordinator, at 1411 Indiana Avenue, Jasper, Alabama, 35501, or to OCR.

Conscious effort is made to assure that all College regulations are within the scope of the lawful mission of public higher education. It is recognized that it is not a lawful mission of the College to prohibit the exercise of a right guaranteed by the Constitution or a law of the United States. However, the Administration will take direct and appropriate action in any case involving the integrity of the College and well-being of the employee.