

NON-DISCRIMINATION POLICY

Miles College prohibits discrimination on the basis of race, color, religion, creed, sex, age, marital status, national origin, mental or physical disability, political belief or affiliation, veteran status, or sexual orientation and any other class of individuals protected from discrimination under state or federal law in any aspect of the access to, admission, or treatment of students in its programs and activities, or in employment and application for employment. The College's policy includes prohibitions of harassment of students and employees, i.e., racial harassment, sexual harassment, and retaliation for filing complaints of discrimination.

Affirmative Action in employment is required for women; racial and ethnic minorities; special disabled veterans, veterans of the Vietnam era, disabled veterans, recently separated veterans, other protected veterans, Armed Forces service medal veterans, and any other veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge had been authorized; and individuals with disabilities in order to address under-representation in the workforce.

Inquiries concerning applicable laws, regulations, and policies should be addressed to Mr. DeLeon Fancher - Office of Compliance, Ramsay Hall Room 3 – P.O. Box 39800 – Birmingham, Al 35208. (205) 929-1816; email address: dfancher@miles.edu.

Mr. DeLeon Fancher, is also the Title VI, Title IX, and Section 504, Coordinator for the campus. This person will provide information about the College's obligations with respect to the provisions of nondiscrimination statutes including information about the requirement to provide program accessibility for persons with disabilities.

The College is committed to compliance with Title VI and Title VII of the Civil Rights Act of 1964, Title VI of the Civil Rights Act of 1968, the Equal Pay Act of 1963, Executive Order 11246 (1965), Title IX of the Education Amendments of 1972 and its regulations found at 34 C.F.R. part 106, Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, the Vietnam-era Veterans Readjustment Act of 1974, the Age Discrimination Act of 1975, the Age Discrimination in Employment Act of 1967, the Family and Medical Leave Act of 1993. Inquiries regarding federal laws may also be directed to: Office for Civil Rights, U.S. Department of Education, 61 Forsyth St. S.W., Suite 19T70, Atlanta, Ga. 30303; tel. (404) 974-9406.