

TITLE IX / STATEMENT OF NONDISCRIMINATION

As set forth in this Policy, MILES COLLEGE prohibits discrimination on the basis of sex in its programs and activities. As defined by Title IX, discrimination on the basis of sex includes discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity.

MILES COLLEGE does not discriminate in its admissions practices, except as permitted by law, in its employment practices, or in its educational programs or activities on the basis of sex. MILES COLLEGE also prohibits retaliation against any person opposing sex discrimination or participating in any sex discrimination investigation or complaint process, whether internal or external to MILES COLLEGE. Sex-based harassment, sexual assault, dating and domestic violence, and stalking are forms of sex discrimination that are prohibited under Title IX and by the college's Title IX Policy.

STATEMENT OF EQUAL ACCESS

MILES COLLEGE shall provide certain support and modifications to people experiencing pregnancy or related conditions to ensure their equal access to MILES COLLEGE's program or activity. Pregnancy or related conditions include pregnancy, childbirth, termination of pregnancy, lactation; medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; and recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.

MILES COLLEGE treats pregnancy or related conditions in the same manner and under the same policies as any other temporary medical conditions and must allow voluntary leaves of absence. Students, employees, or applicants should contact the Title IX Coordinator (S) for more information. Employees or applicants for employment may also contact the Office of Human Resources for more information because additional workplace laws and policies apply.

RECORD RETENTION

In implementing this Policy, records of all reports and resolutions will be kept by the Title IX Coordinator (S) in accordance with the applicable MILES COLLEGE records retention schedule. All records will be afforded the confidentiality protections required by law, including but not limited to the Family Educational Rights and Privacy Act governing the confidentiality of student information. This means that MILES COLLEGE will protect the party's privacy consistent with this Policy but may disclose information to those who have a legitimate need to know in order to process complaints under this Policy.

Lead, Title IX Coordinator - Employees,
Dr. Patricia Wilson, CHRO
Brown Hall Room 101,
(205) 929-1440 / titleix@miles.edu
[**Discrimination Complaint Form**](#)

Title IX Coordinator - Students
Leon F. Parker, III, Vice President for Student Affairs
George T. French Center 2nd Floor
(205) 929-1156 / studentlife@miles.edu
[**Discrimination Complaint Form**](#)

Title IX Investigator - External

ADDITIONAL ENFORCEMENT INFORMATION

The U.S. Equal Employment Opportunity Commission (EEOC) investigates reports of unlawful harassment, discrimination, and retaliation, including sex-based harassment, in employment.

The U.S. Department of Education, Office for Civil Rights (OCR) investigates complaints of unlawful discrimination and harassment of students and employees in education programs or activities.

Questions about Title IX may be referred to the Title IX Coordinator (S) or to the assistant secretary for civil rights:

Office for Civil Rights,
Alabama, Florida, Georgia, Tennessee
Office for Civil Rights,
Atlanta Office
U.S. Department of Education
61 Forsyth Street S.W., Suite 19T10
Atlanta, GA 30303-8927
Telephone: (404) 974-9406
Facsimile: (404) 974-9471
[Email: OCR.Atlanta@ed.gov](mailto:OCR.Atlanta@ed.gov)

Any person may report conduct prohibited by this Policy to the Title IX Coordinator (S) or to Miles College Public Safety Department. A complaint about the Title IX Coordinator (S) may be made to the President of Miles College.

U.S. Equal Employment Opportunity Commission (EEOC)
<https://www.eeoc.gov/contact-eeoc>