

Equal Opportunity Policy Statement

It is the policy of Baker College not to discriminate on the basis of race, sex, national origin, age, disability, or other legally protected characteristic in providing and the administration of educational programs, services, activities, and employment, or recruitment. Inquiries regarding this policy can be directed to Rosemary Zawacki, 1050 West Bristol Road, Flint, MI 48507, 810-766-4028, e-mail at rosemary.zawacki@baker.edu.

The College declares and reaffirms a policy of equal employment opportunity, equal educational opportunity, and nondiscrimination, where applicable, in the provision of educational services to the public. The College will make all decisions regarding recruitment without discrimination on grounds of race, color, creed, religion, sex, national origin, age, disability, or other factors which cannot lawfully be the basis for an admissions/employment decision. The College reaffirms its policy of administering all of its educational programs and related supporting services and benefits in a manner which does not discriminate because of a student's or prospective student's race, color, creed, religion, sex, national origin, age, disability or other characteristic which cannot be lawfully the basis for the administration of such services.

Baker College commits itself to a program of Affirmative Action/Equal Employment Opportunity, set forth herein, to encourage the application of veterans, minority, disabled, and women students, to identify and eliminate the effects of any past discrimination in the provision of educational procedures which will ensure equal treatment and equal access to the facilities and educational benefits of the institution to all students, as required by law.

The College reaffirms its policy of nondiscrimination, on the basis of minority status, sex, or other impermissible grounds, in the provision of all services provided to members of the public by facilities under control of the College.

Further, the College takes affirmative action to employ, promote, and otherwise treat qualified individuals with disabilities, disabled veterans, and Vietnam Era veterans without regard to either their disability or status.

This policy shall apply in the following areas: admissions, student educational opportunities and services, employment, promotion, demotion or transfer, layoff, termination, compensation, and selection for training programs.

Baker College commits itself to a continuing program to ensure that unlawful discrimination does not occur in the services it renders to the public, and that those sectors of the public most affected by this policy be kept informed of its content.

Rehabilitation Act of 1973 and Americans with Disabilities Act of 1990 (ADA)

Baker College is committed to the implementation of regulations from Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990 as they apply to persons with disabilities in the following ways: all new facilities are barrier free; programs, classes, and activities in existing facilities are made accessible to persons with disabilities; reasonable and appropriate adjustments and accommodations are made to ensure full educational opportunity for students with disabilities; and auxiliary aids and services, when necessary, are provided in a timely manner to afford an individual with a disability an equal opportunity to effectively participate in, and enjoy the benefits of a service, program, course, or activity conducted by the College.

A postsecondary student with a disability who is in need of auxiliary aids is obligated to provide notice of the nature of the disabling condition to the College's Academic/Administrative Office and to assist the College in identifying appropriate and effective auxiliary aids. The student must identify the need and give adequate notice of the need. In response to a request for auxiliary aids, the College will require from the student supporting diagnostic test results and professional prescriptions for auxiliary aids.

GRIEVANCE PROCEDURES FOR TITLE VII OF THE CIVIL RIGHTS ACT OF 1964, TITLE IX OF THE EDUCATION AMENDMENTS OF 1972, SECTION 504 OF THE REHABILITATION ACT OF 1973, AMERICANS WITH DISABILITIES ACT OF 1990 (ADA)

SECTION I

If any person believes that Baker College has inadequately applied the principles and/or regulations of Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act of 1990 (ADA), he/she may bring

forward a grievance to the Equal Employment Opportunity/ Affirmative Action /ADA Officer, Rosemary Zawacki, 1050 West Bristol Road, Flint, MI 48507; 810-766-4028; e-mail at rosemary.zawacki@baker.edu.

SECTION II

The person who believes he/she has a valid basis for grievance shall discuss the grievance informally and on a verbal basis with the campus Chief Academic Officer/Vice President for Academics, who shall function as the designated campus EEO/AA/ADA Officer. The campus Chief Academic Officer/Vice President for Academics shall in turn investigate the complaint and reply with an answer to the complainant. He/she may initiate formal procedures according to the following steps:

Step 1:

A written statement of the grievance signed by the complainant shall be submitted to the campus Chief Academic Officer/Vice President for Academics within five business days of receipt of a response to the informal complaint. The campus Chief Academic Officer/Vice President for Academics shall further investigate the matters of grievance and reply in writing to the complainant within five business days.

Step 2:

If the complainant wishes to appeal the decision of the campus Chief Academic Officer/Vice President for Academics, he/she may submit a signed statement of appeal to the campus president within five business days after receipt of the campus Chief Academic Officer's/Vice President for Academic's response. The campus President shall meet with all parties involved, formulate a conclusion, and respond in writing to the complainant within ten business days.

A grievance or inquiry may be made at any time to the Office for Civil Rights Region V, Department of Education, Room 700C 7th Floor, 401 South State Street, Chicago, IL 60605-1202.

The campus Chief Academic Officer/Vice President for Academics will provide a copy of the College's grievance procedure and investigate all complaints in accordance with this procedure on request.

A copy of each of the Acts and regulations on which this notice is based may be found in the campus Chief Academic Officer's/Vice President for Academic's office.

