

DISCRIMINATION AND HARASSMENT POLICIES

Blackhawk, through its commitment, will affirmatively attempt to provide an environment free of harassment for all employees and students. Harassment of students and employees of Blackhawk is unacceptable and will not be tolerated. Blackhawk deprecates such conduct as an abuse of authority.

Blackhawk, in compliance with Title VI and VII of 1964 Civil Rights Act as amended, Title IX of the 1972 Education Amendments Act, Section 504 of the Rehabilitation Act, the Americans with Disabilities Act of 1990, and the Americans with Disabilities Amendments Act of 2008, prohibits harassment by supervisors, co-workers, students, and non-employees on the basis of sex, race, national origin, disability, or other protected status person.

Blackhawk has no tolerance for discriminatory, harassing, or racist behaviors. Specifically, the Blackhawk District Board actively complies with all state and federal equal opportunity and affirmative action laws, rules, executive orders, and policies. It is the policy of Blackhawk not to discriminate in employment on the basis of age, race, creed, color, religion, disability, marital status, sex, national origin, ancestry, arrest record, conviction record, sexual orientation, or membership in the National Guard, state defense force, or any reserve component of the military forces of the United States or this state. Blackhawk does not discriminate against students on the basis of race, color, creed, religion, sex, national origin, disability, ancestry, age, sexual orientation, pregnancy, marital status, or parental status. Discrimination means the difference in treatment in any service, program, course, or facility of Blackhawk on the basis of these protected statuses.

Inquiries regarding equal opportunity and possible discrimination may be directed to one of the following individuals. Their area of expertise, office location at the Central Campus, and telephone number are noted:

- Kathy Broske, Affirmative Action Officer Administration Center, (608) 757-7773
- Alicia Acker, Deputy Coordinator/Coordinator, Career Services and Leadership Development, (608) 743-4423
- ADA Officer Administration Center, (608) 757-7700
- Written concerns can be sent to any of these individuals at Blackhawk Technical College, 6004 South County Road G, P.O. Box 5009, Janesville, WI 53547-5009

Harassment is unwanted, deliberate or repeated unsolicited comments, slurs, demeaning references, gestures, graphic material, physical contact, solicitation of favors, advances, or other adverse treatment based on a protected group status when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, student status, or academic participation.
- Submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting an individual.
- The conduct has the purpose or effect of substantially creating an intimidating, hostile, or offensive environment that tangibly affects or interferes with an individual's job performance or other employment or academic opportunities.

Alleged acts of harassment and discrimination may be violations of equal employment or educational opportunity policies under which Blackhawk operates. Discipline may be imposed for violations of this policy in accordance with the procedures outlined in the Student Code of Conduct (<http://catalog.blackhawk.edu/student-code-of-conduct/>).