

NON-DISCRIMINATION POLICY

kirkland@essex.edu (<https://catalog.essex.edu/about:blank>)

In accordance with the requirements of Title VI: 34 C.F.R. § 100.3, (Title VI and Title VII of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, the Age Discrimination Act of 1975, Title IX of the Education Amendments of 1972, and other federal, state and local laws, and in accordance with our values, Essex County College does not discriminate on the basis of race, color, religion, creed, national or ethnic origin, sexual orientation, age, pregnancy, disability, or sex, gender identity or expression, in the administration of any of its services, educational programs and activities or in its hiring or employment practices.

Title IX is a law that prohibits discrimination on the basis of sex in educational programs and activities. Under Title IX, discrimination on the basis of sex can include sexual harassment (including non-physical acts) or sexual violence such as rape, sexual assault, and sexual coercion by students or staff.

The 504 Coordinator is responsible for preventing discrimination against students, employees, and others based on a disability and ensuring compliance with all procedures and procedural safeguards required under Section 504/ADA.

Reporting Possible violations:

Title IX

Karen Bridgett, Title IX Coordinator/AAO

Associate Director, Department of Human Resources

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bridgett@essex.edu (<https://catalog.essex.edu/about:blank>)

504 Coordinator

Phyllis Walker

Assistant Director, Financial Aid

(973) 877-3173

walker@essex.edu (<https://catalog.essex.edu/about:blank>)

Employee Discrimination

Yvette Henry

Executive Director, Human Resources

(973) 877-3084

yhenry@essex.edu (<https://catalog.essex.edu/about:blank>)

Student Discrimination

Dr. Keith Kirkland

Dean of Student Affairs, Student Affairs

(973) 877-3070