

**CAROLINAS COLLEGE OF HEALTH SCIENCES
POLICY**

Board Policy

SUBJECT: DISCRIMINATION, HARASSMENT, RETALIATION and ACCOMMODATIONS

REVIEWER(S): CCHS Board of Directors

Related Policies To Consult:

CCHS Policies: [Accommodating Special Needs \(Sec. I\)](#)
[Discrimination, Harassment and Retaliation: Procedure for Enforcing Policy \(Sec. I\)](#)

CHS Policies: [HR 1.01 Equal Employment Opportunity](#)
[HR 4.02 – Disabilities: Team Members and Persons Applying for Jobs](#)
[HR 5.07 - Protection from Discrimination, Harassment and Retaliation](#)

I. POLICY

- A. Carolinas College of Health Sciences (CCHS) is committed to providing a learning and working environment for all of its students and employees that maintains student or employee equality, dignity and respect. In keeping with this commitment, CCHS strictly prohibits discriminatory practices, including harassment and discrimination on the basis of race, color, age, religion, gender, sexual orientation, gender identity, national origin, veteran status, disability, or genetic information. Carolinas College of Health Sciences follows all federal, state, and local laws relating to equal employment opportunities and admissions. Any harassment or discrimination, whether verbal, physical or environmental, is unacceptable and will not be tolerated. Additionally, there will be no retaliation or adverse action taken against any student or employee for submitting a complaint, reporting harassment or participating in an investigation. Any violation of this policy will result in disciplinary action up to, and including, discharge.
- B. The College will protect the rights of individuals with disabilities as described in the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990 and will reasonable accommodate individuals with disabilities.
1. CCHS offers admission to the best-qualified candidates, regardless of the presence of disabilities. When requested, CCHS will provide reasonable accommodations to enable the otherwise qualified, disabled individual to be considered for employment, enrollment or continued enrollment and to perform the “essential functions” of the job or the program or to have equal benefits and privileges as are enjoyed by other similarly situated individuals without disabilities.
 2. Disability, as used above, many include any of the following:
 - A physical or mental impairment substantially limiting one or more major life activities
 - A record of having an impairment that is substantially limiting
 - Being regarded as having an impairment
- C. There will be no retaliation or adverse action taken against any student, employee, or third party for submitting a complaint, reporting harassment or participating in an investigation. Any violation of this policy will result in disciplinary action up to, and including, termination.
- D. The Discrimination, Harassment, Retaliation, and Accommodations policy, like other board-approved policies, will be reviewed and updated at 5-year intervals.

II. APPROVAL

Name: _____ Title: Chair, Board of Directors Date: _____