

Title: AFFIRMATIVE ACTION/EQUAL EMPLOYMENT AND EDUCATION	Code: C0200
Authority: Board Minutes: 5/30/73; 6/15/83; 6/23/87; 5/18/92; 5/23/94; 2/21/95; 3/26/97; 8/25/98; 11/27/07; 10/26/10	Original Adoption: 5/30/73 Revised/Reviewed: 11/27/07 Effective: 10/27/10

POLICY STATEMENT

Milwaukee Area Technical College (MATC) actively complies with Titles VI and VII of the Civil Rights Act of 1964 as amended, Title IX of the Educational Amendments Act of 1972, Section 504 of the Rehabilitation Act, the Americans With Disabilities Act of 1990, the Civil Rights Act of 1991, the Carl D. Perkins Vocational and Applied Technology Education Act, the Equal Pay Act of 1973, the Age Discrimination Act of 1967 and 1975, the Civil Rights Restoration Act of 1987, the Wisconsin Fair Employment law, and other appropriate laws and executive orders and/or administrative directives and codes including the Office for Civil Rights Guidelines for Eliminating Discrimination and Denial of Services on the Basis of Race, Color, National Origin, Sex, and Handicap in Vocational Programs (34 CFR, Part 100, Appendix B).

As required in Chapter 38 and the Wisconsin Fair Employment Law (Sec. 111.31-111.395, Wis. Stats.), equal opportunity is for all persons regardless of political affiliation, age, race, creed, color, disability, marital status, sex, national origin, ancestry, religion, sexual orientation, arrest or conviction record, service in the armed forces, limited English speaking skills, genetic testing, and the use or non-use of lawful products off the employer's premises during non-working hours.

Affirmative Action will be implemented in all employment and educational practices including, but not limited to: recruitment, hiring, transfers, promotions, training, layoffs, termination, retention, certification, testing, and committee appointments.

MATC encourages the purchase of services and/or products from women, minority and disabled business owners.

PROHIBITION AGAINST DISCRIMINATION AND RETALIATORY ACTS

MATC is committed to taking all appropriate Affirmative Action to ensure equal employment opportunity practices and educational services at MATC. MATC shall maintain an Affirmative Action Plan as the primary means of implementing this policy.



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MATC recognizes retaliation against an employee or student for filing discrimination complaints against this institution or for opposing discriminatory practices to be a prohibited form of discrimination.

Any employee or student who engages in discrimination, or retaliates against another employee or student because the employee or student made a report of discrimination or participated in an investigation of a claim of discrimination, is subject to immediate discipline, up to and including discharge or expulsion as appropriate.

Alleged acts of discrimination shall be reported directly to the Employee Relations Office of the Department of Human Resources or to the Director of Student Life. Incidents regarding sexual harassment or discrimination in athletics may also be reported to the Title IX Coordinator.

The following offices are designated to assist in resolving discrimination complaints:

Associate Vice President
Human Resources and Labor Relations
Milwaukee Area Technical College
700 West State Street, Room M254
Milwaukee, WI 53233-1443
414-297-6867

Title IX Coordinator
Vice President of Student Services
Milwaukee Area Technical College
700 West State Street, Room S214
414-297-7227

Director of Student Life
Milwaukee Area Technical College
700 West State Street, Room S303
414-297-6870

Any such reports will be investigated promptly and be kept confidential within the bounds of our investigation and the law, in accordance with applicable administrative regulations and procedures.

If the complaint alleges discrimination by the Associate Vice President of Human Resources and Labor Relations, Title IX Coordinator or Director of Student Life or that



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any of them have failed to respond properly to a complaint, the complaint should be directed to the President/Designee of MATC.

The enforcement of this policy is the responsibility of the President/Designee. However, the full support of every employee at every level is required to assure equality of opportunities.