

Procedure 6.0801

BCCC Equal Employment Opportunity, ADA, Non-Discrimination and Anti-Harassment (including Sexual Harassment) Procedure

Any person who believes he or she has been discriminated against on the basis of race, color, national origin, gender, age, religion, disability, sexual orientation or veteran status may contact the EEO/Affirmative Action/ADA office listed below to file a complaint. The complaint must be filed within 90 days of the last act of alleged discrimination which violated federal law, state law or College policy. The links below provide an overview of the steps included in the process and specific information on official College policy and practice.

Students: BCCC resources are available for students with disabilities through the office of Accessibility Services. For Students who feel they have been discriminated against due to a disability, please follow the [Grievance Procedures for Students with Disabilities Procedure](#).

Visitors: For questions or to request an accommodation for a College sponsored event which is open to the public, please contact the EEO/Affirmative Action/ADA office listed below.

If you believe you have been discriminated against, you may contact the following:

504 and Americans with Disabilities Act (ADA) Coordinator
For Facilities and Employees: Vice President of Administrative Services
Building 1, Room 208
252-940-6213

Affirmative Action Officer
Director of Human Resources
Building 10, Room 10-02
252-940-6204

Title IX Coordinator
Vice President of Continuing Education
Building 8, Room 808A
252-940-6241

External Agencies to File Claims:

[North Carolina Office of Administrative Hearings](#)
[United States Department of Education](#)
[OCR National Headquarters](#)

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[Equal Employment Opportunity Commission \(EEOC\)](#)

Links to Other EEO/AA or ADA/504 Resources

[U.S. Department of Labor](#)

[U.S. Department of Justice](#)

[American with Disabilities Act](#)

[Job Accommodations Network \(JAN\)](#)

[Civil Rights Act of 1964](#)

References

Legal References: TitleCCC 200.94 VI & VII of the 1964 Civil Rights Act; Title IX of the Education Amendments of 1972; Executive Order 11246; Age Discrimination in Employment Act of 1975; Rehabilitation Act of 1973, Sections 503& 504; Americans with Disabilities Act as Amended; 1C SB Equal Pay Act of 1963; North Administrative Code 26 NCAC 04.0101, NCGS §7A-751;7A-759; Veterans Readjustment Act of 1974 as amended (VEVRA); Uniformed Services Cross Reference: Employment and Reemployment Rights Act of 1994 (USERRA)

SACSCOC References: 4.5, 4.7

Cross References: [BCCC Equal Employment Opportunity, ADA, Non-Discrimination and Anti-Harassment \(including Sexual Harassment\) Policy](#)

History

Senior Staff Review/Approval Dates: 05/16/2016

Board of Trustees Review/Approval Dates: *Enter date(s) here*

Implementation Dates: *Enter date(s) here*