

CAROLINAS COLLEGE OF HEALTH SCIENCES BOARD POLICY

SUBJECT: DISCRIMINATION, HARASSMENT, RETALIATION and ACCOMMODATIONS

REVIEWER(S): Board of Directors

POLICY

- A. Carolinas College of Health Sciences is committed to providing a learning and working environments for all of its students and teammates that maintains student or teammate equality, dignity and respect. In keeping with this commitment, the College 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 teammate 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.
1. 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 reasonably accommodate individuals with disabilities. The College offers admission to the best-qualified candidates, regardless of their presence of disabilities. When requested, the College 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
- B. There will be no retaliation or adverse action taken against any student, teammate, 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.
- C. The Discrimination, Harassment, Retaliation, and Accommodations policy will be reviewed at 5-year intervals.

REFERENCES

Related Policies to Consult

Carolinas College:

ACADEMIC - Accommodating Special Needs

STUDENT AFFAIRS - Discrimination, Harassment, Retaliation and Sexual Misconduct

Atrium Health:

Equal Employment Opportunity Policy (SE Region)

Disabilities: Teammates and Applicants Policy (Charlotte)

HR 5.07 Protection from Discrimination, Harassment and Retaliation