

## **Nondiscrimination in Education**

It is the policy of Northwest Iowa Community College not to discriminate on the basis of race, color, national origin, sex, disability, age, sexual orientation, gender identity, creed, religion, and actual or potential parental, family or marital status in its programs, activities, or employment practices as required by federal and state civil rights statutes and all other applicable federal and state laws, regulations and orders. The Board of Trustees shall monitor progress on this policy through the President's appointed Affirmative Action/Equity Coordinator(s). If you have any questions or complaints related to compliance with this policy, please contact one of the Equity Coordinators at Northwest Iowa Community College, 603 West Park Street, Sheldon, Iowa, room D403b or room A101D, email [equity@nwicc.edu](mailto:equity@nwicc.edu), phone number 712-324-5061, extension 113 or extension 137, fax 712-324-4136; or the Director of the Office for Civil Rights, U.S. Department of Education, Citigroup Center, 500 W. Madison, Suite 1475, Chicago, IL 60661, email [OCR.Chicago@ed.gov](mailto:OCR.Chicago@ed.gov), phone number 312-730-1560, fax 312-730-1576.

The College's Title IX Coordinator or his/her designee ("Title IX Coordinator") coordinates the College's response to reports of sexual harassment. The Title IX Coordinator does not serve as an advocate for either the complainant or the respondent. The Title IX Coordinator will explain to both parties the informal and formal processes and the provisions of confidentiality. Where appropriate, the Title IX Coordinator will provide to both parties information on options for obtaining advocacy, medical and counseling services, and making criminal reports, and will assist with providing information on other resources. The Title IX Coordinator will coordinate with other campus officials to implement and coordinate appropriate supportive measures such as mutual no-contact orders and academic accommodations. The Title IX Coordinator is trained and knowledgeable about enforcement, compliance, communication, and implementation of the College's anti-harassment and anti-discrimination policy.

The Title IX Coordinators' contact information is as follows:

Title IX/Equity Coordinator (for employees)

Renee Carlson

Phone: 712-324-5061, Ext. 113

Email: [rcarlson@nwicc.edu](mailto:rcarlson@nwicc.edu)

Title IX/Equity Coordinator (for students)

Sarah Breems-Diekevers

Phone: 712-324-5061, Ext. 137

Email [sbreems-diekevers@nwicc.edu](mailto:sbreems-diekevers@nwicc.edu)

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