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Imperial Valley College does not discriminate in the admission nor in the offering of programs and activities because of ethnic group identification, national origin, religion, age, sex, race, color, medical condition, Vietnam era status, ancestry, sexual orientation, marital status, or physical or mental disability, or because he or she is perceived to have one or more of those characteristics.

All forms of harassment are contrary to basic standards of conduct between individuals and are prohibited by state and federal law, as well as this policy, and will not be tolerated. The District is committed to providing an academic and work environment that respects the dignity of individuals and groups. The District shall be free of sexual harassment and all forms of sexual intimidation and exploitation.

The District seeks to foster an environment in which all employees and students feel free to report incidents of harassment without fear of retaliation or reprisal. Therefore, the District also strictly prohibits retaliation against any individual for filing a complaint of harassment or for participating in a harassment investigation. Such conduct is illegal and constitutes a violation of this policy.

Board Policy BP 3430 – Prohibition of Discrimination and Harassment

Administrative Procedure AP 3430 – Prohibition of Harassment (pending board approval)

AP 3410 Non-Discrimination (pending board approval)

AP 3435 Discrimination and Harassment Investigations (pending board approval)

How to File a Complaint

The written policy and procedures for filing and processing complaints for unlawful discrimination and sexual harassment are contained in the District’s Policy and Procedures for Unlawful Discrimination Under Title 5, Sections 59300 et seq.

[Imperial Community College District Policy and Procedures for Handling Complaints of Unlawful Discrimination Under Title 5](#)

Sections 59300 et seq.

Contact Information

Travis Gregory

Chief Human Resources Officer/Equal Employment Officer/
Americans with Disability Act Coordinator
Human Resources Office
Building 2400
Telephone: (760) 355-6212

Russell Lavery

Title IX Compliance Officer
Office 205
Telephone: (760) 355-6202

Olga Artech

Title IX Compliance Officer
Building 100
Telephone: (760) 355-6264

Ed Gould

Superintendent/President
Building 10
Telephone: (760) 355-6219

Click here for Complaint Form

A community college district **employee** may also file his or her employment-related complaint with the U.S. Equal Employment Opportunity Commission (EEOC) (<http://www.eeoc.gov/>) and/or the California Department of Fair Employment and Housing (DFEH). (<http://www.dfeh.ca.gov/default.asp>) 1-800-884-1684;

Community college **students** may also file an unlawful discrimination complaint with the Office for Civil Rights of the U.S. Department of Education (OCR). (<http://www.ed.gov/about/offices/list/ocr/index.html>);

For more information, please visit CA Community College System Office website at:

<http://www.cccco.edu/SystemOffice/Divisions/Legal/Discrimination/tabid/294/Default.aspx>

