Butler County Community College is committed to providing equal opportunity in admission and treatment of students, in educational programs for students, in employment opportunities, and in governance of the College, without regard to race, color, national origin, sex, sexual orientation, gender identity or expression, veteran status, marital status, family status, or other classification protected by applicable law.

This College shall take affirmative action to ensure that it does not discriminate against an employee or applicant for employment or another person because of sex, race, color, national origin, age, religion, ancestry, familial status, disability, marital status, veteran status, or other classification protected by applicable law.

This policy of nondiscrimination applies to all of the policies and programs at the College including, but not limited to, admissions, financial aid, academic programs, employment, and any other program or activity operated by the College. A complainant is a person raising a complaint under this policy, a student, faculty or staff member, or other individual or organization concerned about whether the College is in compliance with this policy.

The participates in compliance. A complaint may be filed in writing in a manner that is consistent with the procedures outlined in this policy.

The College is committed to compliance with Section 504/508 and the Rehabilitation Act. This policy does not prohibit any other policy that may exist in the College.

For more information, contact the BC3 Disability Services Office at 724-283-8501 or visit bc3.edu/disability-services.
NON-DISCRIMINATION POLICY

Butler County Community College is committed to providing equal opportunity in admissions and treatment of students, in educational programs for students, in employment opportunities and in governance of the College, without regard to race, color, religious creed, ancestry, national origin, handicap or disability, age, sex, sexual orientation, gender identity or expression, genetic information, veteran status, marital status, family status, or other classification protected by applicable law.

The College shall take affirmative action to ensure (1) that it does not discriminate against an employee or applicant for employment or another person because of race, color, religious creed, ancestry, national origin, handicap or disability, age, sex, sexual orientation, or gender identity or expression, genetic information, veteran status, marital status, family status, or other classification protected by applicable law; (2) that it does not subject students to unlawful discrimination in the admission process, take any action, direct or indirect, to segregate students in a classroom or course, or subject students to different or separate treatment in, nor
restrict the enjoyment by a student of, a service, facility, activity or program at the College on
the basis of race, color, religious creed, ancestry, national origin, handicap or disability, age,
sex, sexual orientation, or gender identity or expression, genetic information, veteran status,
marital status, family status, or other classification protected by applicable law; and (3) that it
does not discriminate in the employment of administrators on the basis of race, color, religious
creed, ancestry, national origin, handicap or disability, age, sex, sexual orientation, or gender
identity or expression, genetic information, veteran status, marital status, family status, or
other classification protected by applicable law and that its governance structure includes
diverse membership broadly representative of the public interest as may be required by law or
regulation.

There shall be no retaliation against any applicant, employee, or student for filing a harassment
or discrimination complaint, or assisting, testifying, or participating in the investigation of such
a complaint. Any applicant, employee, or student reporting sexual or other harassment or
discrimination will also be protected from reprisals or retaliation by the College, any
supervisors, and/or co-workers as a result of such complaint(s).

The College is committed to be in compliance with the Pennsylvania Human Relations Act (43 P.
S. §§ 951-962.2) and the Pennsylvania Fair Educational Opportunities Act (24 P.S. § § 5001-5009).
Employment and educational opportunities at Butler County Community College are
available to all as required by Title VI, Title VII, Title IX, Section 504 of the Rehabilitation Act, the
Pennsylvania Fair Educational Opportunities Act, the Pennsylvania Human Relations Act, and all
applicable laws and regulations.

For information regarding equal education and employment opportunity including services,
activities and facilities that are usable and accessible to disabled persons, contact the Executive
Director of Human Resources/Equal Opportunity Compliance Officer, Butler County Community
College by telephone at (724) 287-8711, Ext. 8353, or in writing at 107 College Drive, Butler, PA
16002. If an applicant, employee, or student is physically or mentally disabled, he/she may
request accommodations, academic adjustments, or auxiliary aids or services. Information on
the College's services for disabled students may be obtained from the Academic Counselor and
Disabilities Coordinator at Ext. 8327. Employees or applicants should contact the Executive
Director of Human Resources/Equal Opportunity Compliance Officer at Ext. 8353 for more
information.

For information regarding the College’s Grievance Procedure, visit our website at
www.bc3.edu/humanresources/grievance-procedure.asp or contact the Executive Director of
Human Resources/Equal Opportunity Compliance Officer, Butler County Community College by
telephone at Ext. 8353 or in writing at the above address.

NOTICE OF AVAILABLE INFORMATION
**Family Educational Rights and Privacy Act**

Information on rights and procedures for inspection, correction and disclosure of information in the student’s record.

Available from the Office of Records and Registration in the Student Success Center, 724.287.8711, extension 8331.

**Financial Assistance Information**

Description of student aid programs, application procedures and eligibility criteria and rights and responsibilities of students receiving financial assistance.

Available from the Financial Aid Office in the Student Success Center, 724.287.8711, extension 8329.

**Athletic Program Participation and Financial Data**

Information on participation rates for men and women and financial information on revenues and expenditures for intercollegiate sports.

Available from the Student Life Office in the Student Success Center, 724.287.8711, extension 8249.