

Annual Notice (August 2017)

Northwest Technical College is committed to a policy of nondiscrimination in employment and education opportunity. No person shall be discriminated against in the terms and conditions of employment, personnel practices, or access to and participation in, programs, services, and activities with regard to race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance, sexual orientation, gender identity or gender expression. In addition, discrimination in employment based on membership or activity in a local commission as defined by law or familial status is prohibited.

Harassment of an individual or group on the basis of race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance, sexual orientation, gender identity, gender expression or familial status is prohibited. Sexual violence has no place in a learning or work environment. Further, Bemidji State University shall work to eliminate violence in all its forms. Physical contact by designated system and university staff members may be appropriate if necessary to avoid physical harm to persons or property.

If you experience or witness harassment or discrimination, the following individuals and offices can be accessed for help.

For complaints regarding discrimination or harassment *by students*, and/or complaints of sexual violence access:

- Dr. Debra Peterson, Assistant to the President for Affirmative Action and Accreditation (Interim), and Title IX Coordinator, 218.755.4121, dpeterson@bemidjistate.edu, Deputy Hall 315, Bemidji State University.
- Dr. Jesse Grant, Dean of Students (Interim) & Chief Student Conduct Officer, 218.755.2075, Deputy Hall 307, Bemidji State University.

For complaints regarding discrimination or harassment *by employees*, and/or complaints of sexual violence access:

- Dr. Debra Peterson, Assistant to the President for Affirmative Action and Accreditation (Interim), 218.755.4121, dpeterson@bemidjistate.edu, Deputy Hall 315, Bemidji State University.

Bemidji State University would like to assure that all educational programs, course materials, services, and activities sponsored by the University are accessible to individuals with disabilities.

- **If you are *a student* and require an accommodation for a disability, please contact:** Zak Johnson, Director of Advising Success Center, 218.755.2226, zjohnson@bemidjistate.edu, Decker 202, Bemidji State University.

- **If you are *an employee* and require an accommodation for a disability, please contact:** Dr. Debra Peterson, Assistant to the President for Affirmative Action and Accreditation (Interim), 218.755.4121, dpeterson@bemidjistate.edu, Deputy Hall 315, Bemidji State University.

English Language Not a Barrier

Bemidji State University has taken steps to assure that lack of English language skills will not pose a barrier to participating in the application, admissions, and enrollment process. These include provisions for communicating with enrollment center and counseling personnel, and also, a well-defined information and referral process to assure effective communications the areas of student services and academic support.

Alternative Formats

This document is available in alternative formats to individuals with disabilities by calling 218.755.3883 directly or through the Minnesota Relay Service at 1.800.627.3529.