

# Annual Notice (August 2019)

Northwest Technical College is committed to a policy of equal opportunity and nondiscrimination in employment and education. 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. Individuals who are found to have violated the policy will be subject to disciplinary or other corrective action.

Sexual violence is an intolerable intrusion into the most personal and private rights of an individual, and is prohibited at Northwest Technical College. Northwest Technical College shall work to eliminate violence in all its forms and will take appropriate remedial action against any individual found responsible for acts in violation of this policy. Physical contact by designated system and college 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:**

- Debra Peterson, Assistant to the President for Affirmative Action and Accreditation (Interim) and Title IX Coordinator for both Bemidji State University and Northwest Technical College, 218.755.4121, [debra.peterson@bemidjistate.edu](mailto:debra.peterson@bemidjistate.edu), Deputy Hall 315, Bemidji State University.
- Travis Greene, Associate Vice President for Student Life and Success & Chief Student Conduct Officer for both Bemidji State University and Northwest Technical College, 218.755.2075, [travis.greene@bemidjistate.edu](mailto:travis.greene@bemidjistate.edu), Deputy Hall 311, Bemidji State University.

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

- Debra Peterson, Assistant to the President for Affirmative Action and Accreditation (Interim) and Title IX Coordinator for both Bemidji State University and Northwest Technical College, 218.755.4121, [debra.peterson@bemidjistate.edu](mailto:debra.peterson@bemidjistate.edu), Deputy Hall 315, Bemidji State University.

**Northwest Technical College would like to assure that all educational programs, course materials, services, and activities sponsored by the College are accessible to individuals with disabilities.**

- **If you are *a student* and require an accommodation for a disability, please contact:** Christian Breczinski, Advising and Accommodations Coordinator, 218.755.3883, [christian.breczinski@bemidjistate.edu](mailto:christian.breczinski@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, [debra.peterson@bemidjistate.edu](mailto:debra.peterson@bemidjistate.edu), Deputy Hall 315, Bemidji State University.

### **English Language Not a Barrier**

Northwest Technical College 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.

Megan Zothman  
Chief Human Resources Officer  
Bemidji State University/Northwest Technical College  
218.755.2502/218.333.6664