



NONDISCRIMINATION IN EMPLOYMENT AND EDUCATION OPPORTUNITY (MnSCU Policy 1B.1)

Rochester Community and Technical College endorses and is committed to Minnesota State College and Universities Board Policy of nondiscrimination in employment and education opportunities. It is Rochester Community and Technical College's policy that no person shall be discriminated against in the terms and conditions of employment, personnel practices, and access to or 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, or membership or activity in a local commission as defined by law.

Rochester Community and Technical College believes that 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, or membership or activity in a local commission has no place in a learning or working environment and is prohibited.

Rochester Community and Technical College believes that violence has no place in a learning or working environment, and will work to eliminate violence in all its forms.

This policy is directed at conduct which constitutes discrimination under state and federal law and is not directed at the content of speech. In cases in which verbal statements and other forms of expression are involved, Rochester Community and Technical College will give due consideration to an individual's constitutionally-protected right to free speech and academic freedom. When these issues arise, it shall be the policy of Rochester Community and Technical College to consult with MnSCU personnel and/or legal counsel.

For purposes of compliance, Rochester Community and Technical College adopts the [Definitions of Racial Discrimination/Harassment](#), [Sex Discrimination/Harassment and Violence](#), [Sexual Orientation Discrimination/Harassment](#) and [Disability Discrimination/Harassment](#) as defined in MnSCU Board Policy [1B.1](#).