



HLC Accreditation Evidence

Title: Civil Rights Equity Resolution for all Students, Employees, Guests, and Visitors

Office of Origin: President



POLICIES AND PROCEDURES | College Operations

Click on the policies below to learn more about each one.

- President's Office & Staff
- Office Of Vice President - Visit VP Section
- Barton Planning
- Policies and Procedures
 - >> College Operations
 - >> Facilities, Equipment & Other Resources
 - >> Fiscal Management
 - >> Human Resources
 - >> Instruction
 - >> Students & Services

Policy 1100 - Emergency Cessation of Operations
Policy 1101 - Policies/Procedure
Policy 1102 - Institutional Focus and Direction
Policy 1105 - College Closing
Policy 1106 - College Communications
Policy 1107 - Contracts and Other Institutional Commitments
Policy 1108 - College Logos and Other Representations
Policy 1109 - Phone and Mail Systems
Policy 1110 - Use of Computers/College Computing and Information Systems
Policy 1111 - Information Technology Purchases and Projects
Policy 1115 - Professional Liability Protection
Policy 1120 - Tuition Scholarships
Policy 1125 - Equal Employment Opportunity, Equal Education Opportunity and Affirmative Action
Policy 1126 - Drug Free Environment
Policy 1127 - Freedom of Information
Policy 1129 - Worker's Compensation and General Liability Insurance
Policy 1131 - Personal Relationships
Policy 1132 - Civil Rights Equity Resolution for all Students, Employees, Guests, and Visitors

Please Note: To read entire policy, please [click here.](#)

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POLICY AND PROCEDURES: Equal Opportunity, Harassment and Nondiscrimination

Barton Community College (College, Barton) affirms its commitment to promoting the goals of fairness and equity in all aspects of the educational enterprise. All policies below are subject to resolution using the College's Equity Grievance Process, as detailed below. The Equity Grievance Process is applicable regardless of the status of the parties involved, who may be members or non-members of the campus community, students, student organizations, faculty, administrators and/or staff. The College reserves the right to act on incidents occurring on-campus or off-campus when the off-campus conduct could have an on-campus impact or impact on the educational mission of the College. The College will distribute/post this policy annually to campus, prospective students, their parents, and prospective employees.

Cheryl Brown serves as the Title IX Coordinator and oversees implementation of the College's policy on equal opportunity, harassment, and nondiscrimination. Reports of discrimination, harassment and/or retaliation should be made to the Title IX Coordinator or deputy/deputies, promptly. However, there is no time limitation for the filing of complaints, as long as the accused individual remains subject to the College's jurisdiction. The College acts promptly on all reports, and every effort is made to preserve the privacy of reports. Anonymous reports may also be filed online, using the reporting form posted at <http://bartonccc.edu/campussafety/file-a-report>. Reporting is addressed more specifically on p. 14, Section 8, Confidentiality and Reporting of Offenses under this Policy. Reports of discrimination by the Title IX Coordinator should be reported to the College President, 620-792-9301.

This policy applies to behaviors that take place on the campus, at College-sponsored events and may also apply off-campus and to actions online when the Title IX Coordinator determines that the off-campus conduct affects a substantial College interest. A substantial College interest is defined to include:

- Any action that constitutes criminal offense as defined by federal or Kansas state law. These offenses include, but are not limited to, single or repeat violations of any local, state or federal law committed in the municipality where the College is located;
- Any situation where it appears that the accused individual may present a danger or threat to the health or safety of self or others;
- Any situation that significantly impinges upon the rights, property or achievements of self or others or significantly breaches the peace and/or causes social disorder; and/or
- Any situation that is detrimental to the educational interest of the College.

Any online postings or other electronic communication by students, including cyber-bullying, cyber-stalking, cyber-harassment, etc. occurring completely outside of the College's control (e.g. not on Barton Community College networks, websites or between college email accounts) will only be subject to this policy when those online behaviors can be shown to cause a substantial on-campus disruption. Otherwise, such communications are considered speech protected by the 1st Amendment.

Off-campus discriminatory or harassing speech by employees may be regulated by the College when such speech impacts an employee's official or work-related capacity outside of work.

[Policy 1140 - Solicitation of Employees/Students](#)

[Policy 1145 - Purchasing](#)

[Policy 1150 - College Events](#)

[Policy 1155 - Fund Raising and Gift Solicitation](#)

[Policy 1160 - Weapons](#)