

## **Notice of Non-discrimination**

Cambridge Junior College is committed to providing a work and school environment free of unlawful harassment or discrimination and furthermore does not discriminate in its admission, employment, educational policies, scholarship or other financial aid programs or in access to other College administered programs. Cambridge Junior College affirms that it does not discriminate when it admits students and selects employees and thereafter accords them all the rights and privileges generally made available to students or employees at the College. School policy prohibits harassment or discrimination based on race, religion, creed, color, national or ethnic origin, ancestry, sex (including pregnancy, childbirth or related medical conditions), military or veteran status, physical or mental disability, medical condition, marital status, age, sexual orientation, gender, gender identity or expression, genetic information or any other basis protected by the federal, state or local law. The College is strongly committed to basing judgments about individuals solely upon their qualifications and abilities, and to protecting individual rights of privacy, association, belief and expression. The College strictly prohibits sexual harassment and sexual violence. Sexual harassment is defined as unwelcome conduct of a sexual nature and is conduct that explicitly or implicitly affects a person's employment or education or interferes with a person's work or educational performance or creates an environment such that a reasonable person would find the conduct intimidating, hostile or offensive. Cambridge Junior College is committed to maintaining a learning environment that is free from sexual harassment, sexual discrimination, domestic violence, dating violence, sexual assault, sexual violence, and stalking. Sexual discrimination, sexual harassment and sexual violence are prohibited and are considered sexual misconduct violations. Types of sexual harassment include quid pro quo and hostile environment. Sexual Harassment includes but is not limited to: unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature, including verbal harassment or abuse, subtle pressure for sexual activity, persistent remarks about another person's clothing, body or sexual activities, unnecessary touching, patting, pinching, or brushing against another person's body, demanding sexual favors accompanied by implied or overt threats, disparaging comments about women or men as a group and the use of sexist humor or demeaning sexual allusions. Sexual Violence refers to the physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to the victim's use of drugs or alcohol or due to an intellectual or other disability. Domestic Violence under the final Violence Against Women Act regulations is defined as a felony or misdemeanor crime of violence that is committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim, or spouse or an intimate partner. Dating violence as defined by the final regulations as violence committed against a person who is or has been in a social relationship of a romantic or intimate nature with the victim. Sexual assault is considered an offense that meets the definition of rape, fondling, incest, or statutory rape, as defined under the FBI's unified crime reporting program. The definition of stalking under the final regulations is a course of conduct that's directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffers substantial emotional distress. The Campus Director is the designated title IX coordinator and staff, faculty and students are to report any incidences of sexual harassment or sexual discrimination directly to the Campus Director. If the Campus Director is the one being accused of the action, the incident is to be reported to the Registrar. The nature of the incident is to be reported and an inquiry into the event will begin. If the event involved sexual violence the police will be contacted, and the victim will report the crime. A sexual misconduct violation can result in consequences up to and including criminal charges and dismissal from the college. As we do not have resources on campus for options for assistance following an incident, please refer to our campus security report on our website, which lists community resources available for healthcare and/or counseling support. Also, for more information on sexual assault prevention and our response to sexual assault violations please see the campus security report on the website [www.cambridge.edu](http://www.cambridge.edu). The direct link to our Campus security report is [https://forms.cambridge.edu/wp-content/uploads/dlm\\_uploads/2015/04/Cambridge-Junior-College-2018-Annual-Security-Report-published-2019.pdf](https://forms.cambridge.edu/wp-content/uploads/dlm_uploads/2015/04/Cambridge-Junior-College-2018-Annual-Security-Report-published-2019.pdf).

The College complies with and carries out its responsibilities to prevent discrimination (including sexual harassment and sexual violence) in accordance with applicable federal, state or local laws, ordinances or regulations, including Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Age Discrimination Act of 1975, and the Vietnam Era Veterans Readjustment Assistance Act.. If any student wishes to file a complaint covered by these regulations, he/she must follow the grievance procedures of the College. The College investigates all complaints in a thorough, impartial and timely manner, including those of discrimination on the basis of sex (including sexual assault and harassment), The College takes prompt and equitable action to investigate and address any reports or complaints that come to the attention of school personnel, either formally or informally. If an allegation is determined to be credible, the College takes immediate steps to eliminate the harassment, prevent its reoccurrence, and address its effects as appropriate.

Title IX or affirmative action-related questions or complaints may be directed to either of the following.

- Rachel Lineker, Director, 939 Live Oak Blvd., Yuba City, CA 95991 (530) 674-9199. [rlineker@cambridge.edu](mailto:rlineker@cambridge.edu).
- Christy Aldridge, Registrar, 939 Live Oak Blvd., Yuba City, CA 95991 (530) 674-9199. [caldridge@cambridge.edu](mailto:caldridge@cambridge.edu).

Questions may also be directed to the U.S. Department of Education's Office for Civil Rights <https://www2.ed.gov/about/contacts/gen/index.html>