

## **Metropolitan Community College-Penn Valley-HSI Discrimination & Harassment Policy**

It is the policy of the Metropolitan Community College to provide equal opportunity for all enrolled students and applicants for admission to the college, free from discrimination and harassment (including sexual harassment), based on race, color, religion sex, sexual orientation, national origin, age, and/or disability. This policy applies to discrimination and/or harassment complaints by students for actions occurring on college property or in admissions, program access, student employment of regular student workers and work-study student workers, and treatment in official college programs and activities. This policy applies to any person who has applied to the college for admission or readmission, who is currently enrolled, or who was a student of the college at the time of the alleged discrimination or harassment.

MCC uses the following definition for discrimination and harassment:

1. Discrimination is the denial of opportunity to, or adverse action against, a person because of that person's race, color, religion, sex, sexual orientation, national origin, age, and/or disability. Actions or policies that provide unequal opportunity in education or employment or adversely affect the terms and conditions of a person's education or student employment at the college and which are motivated or based, in whole or in part, upon any of the foregoing categories can constitute discrimination in violation of the college's non-discrimination policy.
2. Harassment is a form of discrimination that occurs when verbal or physical conduct based on an individual's protected status unreasonably interferes with that individual's academic or work performance or creates a hostile educational or work environment for that individual, including affecting his/her personal safety or participation in college-sponsored activities.
  - a. Hostile Environment. Unwelcome conduct by an individual(s) against another individual based upon protected category/status that is sufficiently severe or pervasive that it alters the conditions of education or student employment and creates an environment that a reasonable person would find intimidating, hostile, or offensive. The determination of whether an environment is hostile must be based on all of the circumstances. These circumstances could include the severity of the conduct, the frequency, and whether it is threatening or offensive.
  - b. "Quid Pro Quo" Harassment. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
    - i. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
    - ii. submission to or rejection of such conduct by an individual is used as a basis for an employment decision affecting that individual; or
    - iii. such conduct has the purpose or effect of creating a hostile work environment

Discrimination and harassment, including sexual harassment, will not be tolerated either in the classroom or in the workplace. Discrimination and harassment are prohibited by federal law (see [MCC Notice of Nondiscrimination](#)) as well as board policy (see Board Policies [3.30010](#), [7.30020](#), and [7.30030](#); and District Procedure [7.30030](#)). Anyone found in violation of such laws or policies will be subject to serious disciplinary action, including expulsion or termination. If you have questions or believe you have been subjected to discrimination or harassment, including sexual harassment, you may contact the Title IX Complaint Officers whose contact information is listed below:

**MCC-Blue River:**

Jon Burke  
20301 W. 78 Highway  
Independence, MO 64057-2053  
Telephone 816.604.6620

**MCC-Business & Technology:**

Karen Moore  
1775 Universal Ave.  
Kansas City, MO 64120-1318  
Telephone 816.604.5229

**MCC-Longview:**

Janet Cline  
500 SE Longview Road  
Lee's Summit, MO 64081-2105  
Telephone (816) 604.2326

**MCC-Maple Woods:**

Shelli Allen  
2601 NE Barry Road  
Kansas City, MO 64156-1299  
Telephone 816.604.3175

**MCC-Penn Valley:**

Yvette Sweeney  
3201 Southwest Trafficway  
Kansas City, MO 64111-2764  
Telephone 816.604.4114

**MCC Human Resources**

Carolyn Baskett  
3217 Broadway  
Kansas City, MO 64111-2429  
Telephone: 816.604.1166

Christina McGee  
3217 Broadway  
Kansas City, MO 64111-2429  
Telephone: 816.604.1023