



NONDISCRIMINATION POLICY

It is the policy of the Alabama Community College System, its Board of Trustees, and Lawson State Community College (the "College"), a postsecondary institution under its control, that no person shall, on the grounds of race, color, disability, sex, religion, creed, national origin, or age, be excluded from participation in, be denied the benefit of, or be subjected to discrimination under any program, activity, or employment. The College does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX and its regulations, including in admission and employment.

Lawson State Community College also prohibits discrimination due to ethnic origin, marital status, parental status, economic status, sexual orientation, gender identity, genetic information, citizenship, veteran status or disability, reasonable accommodations, or any other protected class as defined by federal and state law. The college has zero tolerance for harassment, retaliation, violence, physical bullying, cyberbullying, and hazing.

In addition to admissions and employment, this nondiscrimination policy covers training, organizational affiliation, student housing, and advisory boards in all college programs and activities. This policy is enforced by Federal law under Title IX of the Education Amendment of 1972, Title VI and Title VII of the Civil Rights Act of 1964, Section 504, of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990 as amended in 2008.

Inquiries can be made to the Title IX and Section 504 Coordinator, to the U.S. Department of Education's Office for Civil Rights, or both. The College's Title IX Coordinator/Section 504 Coordinator is the Dean of Students, 3060 Wilson Road SW, Birmingham, Alabama 35221, Academic Success Building, 2nd Floor, cvance@lawsonstate.edu and 205-929-6361. The Deputy Title IX Coordinator is the Director of Human Resources, 3060 Wilson Road SW, Birmingham, Alabama 35221, the Dr. Perry W. Ward Alabama Center for Advanced Technology & Training Building, on the 3rd floor, ebell@lawsonstate.edu and 205-929-6313. The notice of nondiscrimination is located on the College's website at:

Shortened Notice for Print Material

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https://www.lawsonstate.edu/about_us/administrative/human_resources/hr_pdf_files/nondiscrimination_rev_9_9_2024.pdf

Revised and Approved by Administrative Leadership: 9.9.2024