

Nondiscrimination and Affirmative Action

The University of Hawai'i is an equal opportunity/affirmative action institution. Windward Community College hereby declares and reaffirms its commitment to the University's pursuit of equal education and employment opportunity and further declares that any harassment of students or employees or applicants for admission or employment on the basis of sex is prohibited and will not be tolerated. Executive Policy EP 1.202, Nondiscrimination, Equal Opportunity, and Affirmative Action Policy, <https://www.hawaii.edu/policy/docs/temp/ep1.202.pdf>, provides the administrative framework to ensure compliance with applicable federal and state statutes, rules and regulations, and provisions in the collective bargaining agreements regarding nondiscrimination, equal opportunity, and affirmative action, as applicable. This includes compliance with federal contractor affirmative action mandates pursuant to Executive Order 11246 and implementing regulations for protected veterans and individuals with disabilities.

It is the policy of the University of Hawai'i to provide equity of opportunity in higher education, both in the educational mission and as an employer. The University is committed to complying with all state and federal statutes, rules, and regulations which prohibit discrimination. The Office of the President, University of Hawai'i, affirms its commitment to the University's equal education and employment opportunity policy. The University is committed to a policy of nondiscrimination on the basis of race, sex, gender identity and expression, age, religion, color, national origin, ancestry, citizenship, disability, genetic information, marital status, pregnancy (including childbirth, pregnancy related medical conditions, and lactation/breastfeeding), arrest and court record (except as permissible under State law), sexual orientation, national guard participation, status as a protected veteran or other military status, status as a domestic or sexual violence victim, or any other protected category under federal or state laws, regulations, and/or executive orders. This policy covers admission and access to and participation, treatment, and employment in the University's programs and activities. The University shall promote a full realization of equal opportunity through a positive, continuing program of nondiscrimination and affirmative action (41 CFR Chapter 60) on each campus.

The University of Hawai'i is committed to maintaining a community that fosters understanding and mutual respect. The University believes that diversity among its many members strengthens the institution, stimulates creativity, promotes the exchange of ideas, and enriches campus life. To protect the diversity of people and ideas, we must provide an environment in which the civil rights and dignity of every individual are fully respected. Discrimination and harassment undermine the trust and mutual respect which must prevail if the students and employees of the University of Hawai'i are to reach their fullest potential. The University prohibits and does not tolerate discrimination or discriminatory harassment based on the protected categories as referenced in this policy. This policy also prohibits retaliation against any person for bringing a complaint of discrimination or harassment or for assisting or testifying in an investigation or complaint resolution pursuant to this policy. The University will take prompt and appropriate action to prevent, correct, and, if applicable, discipline behavior that violates this policy (up to and including dismissal from the University).

The University's equal opportunity policy includes a commitment to implementing reasonable accommodations, as required by law, for individuals with disabilities or for an individual's sincerely held religious beliefs or practices. The University's policy further includes a commitment to providing support for individuals who are pregnant (including those with pregnancy-related medical limitations), individuals who are breastfeeding, or victims of domestic or sexual violence, and any other matter as described and required by law.

Moreover, the UH Community Colleges strive to promote the full realization of equal opportunity through a positive, continuing program including Titles I-IV of the Americans with Disabilities Act (ADA) P.L.101336. Accordingly, vocational education opportunities will be offered without regard to race, color, national origin, sex, or disability. American citizens or immigrants with limited English proficiency skills will not be denied admission to vocational education programs. In addition, employees and applicants for employment are protected under Title IX and Section 504.

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in education programs and activities that receive federal financial assistance. The conduct prohibited under Title IX includes all forms of sex discrimination: the failure to provide equal opportunity in any program or service, discrimination based on pregnancy, sex harassment, gender-based harassment (including intimidation or hostility based on sex-stereotyping), and sexual violence such as sexual assault, sexual coercion, and rape.

Individuals designated to coordinate the University of Hawai'i Community Colleges' nondiscrimination and affirmative action programs are:

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