

# Student Rights

---

## Introduction

An important part of the mission of the College is the adherence to the principles of student rights and freedoms, as amplified by the "Joint Statement on Rights and Freedoms of Students," which was originally formulated in 1967 and subsequently modified by representatives of the American Association of University Professors, United States Student Association, Association of American Colleges, National Association of Student Personnel Administrators, National Association for Women Educators, and a number of other professional bodies. These principles speak to the standards and responsibilities of the academic community to ensure student access to education; free discussion in the classroom; maintenance of student records; the freedom to form organizations that promote the common interests of students, and the freedom of inquiry and expression; student participation in institutional government; as well as expectations of student conduct, and the exercise of rights of citizenship. Complete copies of the statement are available from the Dean of Enrollment and Student Development.

## Non-Discrimination Policy

Cincinnati State Technical and Community College affirms that no person shall, on the basis of race, color, national origin, sex, and/or disability, be denied the benefits of, or be subjected to discrimination under any educational program or activity conducted under its auspices. This shall extend to employees therein and admission thereto. Inquiries concerning the application of this policy should be referred to the coordinator designated below.

Complaints under Title VI (race, color and national origin), Title IX (sex), and/or Section 504 (disability) should be referred to:

Director, Organizational Development and Human Resources  
Cincinnati State Technical and Community College  
3520 Central Parkway  
Cincinnati, Ohio, 45223-2690

(513) 569-1759 phone  
(513) 569-1719 fax

## Dissemination Procedure

This policy shall be disseminated through the following means:

- Cincinnati State website
- Student Handbook
- College Catalog
- Administrator's Manual
- Student Code of Conduct (by reference)
- Adjunct Handbook
- New Employee Orientations
- College-wide postings
- Admissions Book
- First Year Education (FYE) course, required of all new students

## Legal References

- Civil Rights Act of 1964, as amended in 1972, Title VI, Title VII
- Executive Order 11246, 1965, as amended by Executive Order 11375
- Equal Employment Opportunity Act of 1972, Title VII
- Education Amendments of 1972, Title IX (P.L. 92-318)
- 45 CFR, Parts 81, 86 (Federal Register June 4, 1985, August 11, 1975)
- Public Law 93-162 (Section 504)

## Title IX and Section 504 Grievance Procedures

In accordance with federal and state Office for Civil Rights (OCR) guidelines, any student who believes that Cincinnati State or any of the College's staff, instructors, and/or administrators have inadequately applied the principles and/or regulations of Title VI of the Civil Rights Act of 1964 (race, color, national origin), Title IX of the Education Amendment Act of 1972 (sex/gender), and/or Section 504 of the Rehabilitation Act of 1973 (disability) may bring forward a complaint which shall be referred to as a formal grievance.

The complainant may file her/his complaint directly with the OCR, United States Department of Education, and/or use the internal grievance set forth as follows:

## Step 1

An alleged formal discrimination grievance complaint should first be made to the College's Title VI/Title IX/Section 504 coordinator within 10 school days from the date of the incident.

Title VI/Title IX/Section 504 Coordinator:  
Director, Organizational Development and Human Resources  
Cincinnati State Technical and Community College  
3520 Central Parkway  
Cincinnati, Ohio, 45223-2690

(513) 569-1759 phone  
(513) 569-1719 fax

## Step 2

If not resolved at Step 1, the decision may be appealed to the College's Executive Vice President, who functions as the final mediator at the local level, within five school days from the date of the Step 1 decision.

## Step 3

If not resolved at Step 2, the decision may be appealed by the complainant to the OCR, U.S. Department of Education, 55 Erievue Plaza, Room 300, Cleveland, Ohio, 44114-1816.

## Sexual Harassment

Cincinnati State affirms its commitment to ensuring an environment for all employees and students which is fair, humane, and respectful — an environment which supports and rewards employee and student performance on the basis of relevant considerations such as ability and effort. Behaviors which inappropriately assert sexuality as relevant to employee or student performance are damaging to this environment.

Title VII of the Civil Rights Act of 1969 and Title IX of the Educational Amendments of 1972 as interpreted by Federal Regulation prohibit sexual harassment.

Sexual favors may not be required explicitly or implicitly as a term or condition of an individual's employment or student status. The submission to or rejection of sexual favors may not be used as a basis for employment or educational decisions. Sexual conduct which has the purpose or effect of unnecessarily interfering with an individual's work or student performance or creating an intimidating, hostile, or offensive working or educational environment is prohibited.

Such conduct may include:

- Verbal harassment or abuse
- Subtle pressure for sexual activity
- Sexist remarks about a woman's or man's clothing, body, or sexual activities
- Unnecessary touching, patting, or pinching
- Leering or ogling of a woman's or man's body
- Constant brushing against a woman's or man's body
- Demanding sexual favors accompanied by implied or overt threats concerning one's job, grades, letters of recommendation, etc.
- Physical assault

## Where to Get Help

If a student believes he or she is being subjected to sexual harassment, that individual should contact:

Director, Organizational Development and Human Resources  
Cincinnati State Technical and Community College  
3520 Central Parkway  
Cincinnati, Ohio, 45223-2690

(513) 569-1759 phone  
(513) 569-1719 fax