

From: [Compliance Office](#)
To: [Compliance Office](#)
Bcc: [All Employees Dynamic Grp](#); [Walker, Krista Leitch L](#); [Racek, Emmilee J](#); [Adams, Maria T](#)
Subject: Equal Employment and Education Non-Discrimination Notice
Date: Thursday, September 1, 2022 2:27:19 PM
Attachments: [Equal Employment and Education Non-Discrimination Notice Final - Fall 2022.pdf](#)



Memorandum

Office of Compliance, Risk, and Ethics

To: Montgomery College Employees
From: Krista Leitch Walker, Vice President/Chief Human Resources Officer
Emmilee Racek, Interim Chief Compliance, Risk, and Ethics Officer
Subject: **Equal Employment and Education Non-Discrimination Notice**
Date: September 1, 2022

Greetings and welcome to the start of the fall semester!

As we begin the fall semester, the Office of Human Resources and Strategic Talent Management and the Office of Compliance, Risk, and Ethics would like to remind the community of the College's commitment to diversity, inclusion, equal employment, and equal education opportunities.

To that end, the Board of Trustees has implemented several policies and procedures which foster and enhance an environment in which all persons have opportunity for employment, participation in academic programs, and College activities free from discrimination and harassment.

The College's policies and procedures are compliant with all federal, state and local protections for individuals, and prohibit discrimination based on disability, age, citizenship, national origin, race, color, creed, religion, veteran status, gender, gender identity, sexual orientation, genetic information, and marital status. The relevant policies are as follows:

- [Sexual Misconduct Policy and Procedure \(31001\)](#)
- [Hate/Violence Activity Policy and Procedure \(31002\)](#)
- [Equal Employment Opportunity and Non-Discrimination Policy and Procedure \(31006\)](#)
- [Affirmative Action Policy \(31007\)](#)
- [Consensual Relationships Policy and Procedure \(31106\)](#)
- [Employment of Individuals with Disabilities Policy and Procedure \(32106\)](#)
- [Equal Education Opportunity and Non-Discrimination Policy and Procedure \(41002\)](#)

If you need any assistance in requesting an accommodation, please contact the following:

For Employees	For Students
ADA Accommodations Rowena D'Souza ADAaccommodations@montgomerycollege.edu	Disability Support Services dss@montgomerycollege.edu Kristen Roe Director of ADA Compliance and Title IX Coordinator Kristen.Roe@montgomerycollege.edu 240-567-4279

If you believe there has been a violation of any of the above policies, please report the incident promptly to the Office of Employee and Labor Relations:

[Carol Kliever](#), Director of Employee and Labor Relations
Phone: 240-567-4435

In addition, employees may report concerns to the College's confidential EthicsPoint reporting line:
844-572-2198 or at www.montgomerycollege.ethicspoint.com.