

**From:** [Compliance Office](#)  
**Subject:** Equal Employment and Education Non-Discrimination Notice  
**Date:** Wednesday, January 23, 2019 4:28:45 PM  
**Attachments:** [2019-01-23 EEO Policies and Procedures to Employees - Spring 2019.pdf](#)



## Human Resources and Strategic Talent Management

Greetings and welcome back!

As we begin a new and exciting spring semester, the Office of Human Resources and Strategic Talent Management 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:

<b>For Employees</b> <a href="#">ADA Accommodations</a>	<b>For Students</b> <a href="#">Disability Support Services</a>
Rowena D'Souza Email: <a href="mailto:Rowena.DSouza@montgomerycollege.edu">Rowena.DSouza@montgomerycollege.edu</a> 240-567-5370  Farah Vivas Email: <a href="mailto:Farah.Vivas@montgomerycollege.edu">Farah.Vivas@montgomerycollege.edu</a> 240-567-5396 -	Christopher Moy Email: <a href="mailto:Christopher.Moy@montgomerycollege.edu">Christopher.Moy@montgomerycollege.edu</a> 240-567-5412  Disability Support Services Email: <a href="mailto:dss@montgomerycollege.edu">dss@montgomerycollege.edu</a>

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:

Santo Scrimenti  
 Email: [Santo.Scrimenti@montgomerycollege.edu](mailto:Santo.Scrimenti@montgomerycollege.edu) or Phone: 240-567-5361

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