

# AFFIRMATIVE ACTION

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## Affirmative Action Equal Educational Opportunity

Recruitment, hiring, promotions, training, lay-offs, termination, rate of pay and other forms of compensation; the recruitment and admission of students; the availability of student loans, grants, and scholarships; the opportunity to participate in student activities; the provision of student services; the use of college housing; and the operation of any programs and activities shall be administered without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, genetic information (including family medical history), political affiliation, military service, or other non-merit based factors.

Trinity Valley Community College is an affirmative action/equal opportunity institution, which provides educational and employment opportunities on the basis of merit and without discrimination or harassment in full compliance with the Civil Rights Act of 1964, as amended; the Age Discrimination in Employment Act of 1967, as amended; the Rehabilitation Act of 1973 (Section 503, 504); Americans with Disabilities Act, as amended, Title IX of the Educational Amendments of 1972; the Vietnam Era Veterans Assistance Act of 1974; Article 5221k V.A.C.S.; and Executive Orders 11246 and 11758.

Trinity Valley Community College does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs or activities. For questions or concerns regarding discrimination based on a disability, contact:

ADA/Section 504 Coordinator  
 100 Cardinal Drive  
 Athens, TX 75751  
 903-675-6224  
 Email Student Access ([disability@tvcc.edu](mailto:disability@tvcc.edu))

For all other questions or concerns regarding discrimination, contact:

Director of Human Resources/Title IX Coordinator  
 100 Cardinal Drive  
 Athens, TX 75751  
 903-675-6215  
 Email Human Resources ([humanresources@tvcc.edu](mailto:humanresources@tvcc.edu))

TVCC will take steps to assure that lack of English language skills will not be a barrier to admission and participation in all educational and vocational programs.

*As directed by the U.S. Department of Education, Title IX mandates that colleges receiving federal funding provide gender equity, not just in sports, but in all areas of campus life, meaning that all students should be able to receive an education free of harassment, sexual violence, and gender discrimination. All questions, concerns, or allegations of such conduct should*

*be directed to the Trinity Valley Community College Title IX Coordinator, Director of Human Resources, by any of the following means:*

*Human Resources*

*Office AD214*

*Office phone 903-675-6215*

*Email Human Resources (humanresources@tvcc.edu)*

*or by completing the anonymous reporting form on the Human Resources Title IX section of the website*