

# NON-DISCRIMINATION STATEMENT

## IN EMPLOYMENT & EDUCATION OPPORTUNITY

Northland Community & Technical College is committed to a policy of nondiscrimination in employment and education opportunity. No person shall be discriminated against in the terms and conditions of employment, personnel practices or access to and participation in programs, services, and activities with regard to race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance or sexual orientation, gender identity, gender expression, familial status or membership or activity in a local commission as defined by law (Title IX, Title II and Section 504). Northland Community & Technical College's and Minnesota State Board Policy 1B.1 Equal Opportunity and Nondiscrimination in Employment and Education and Procedure 1B.1.1, 1B.3 Sexual Violence Policy and Procedure 1B.3.1, and Minnesota State's Reasonable Accommodation in Employment Procedure can be found on the Northland Community & Technical College website at [www.northlandcollege.edu/about-northland/policies-and-procedures/](http://www.northlandcollege.edu/about-northland/policies-and-procedures/) or by contacting the Human Resources Office at 218-683-8630.

Harassment of an individual or group on the basis of race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance or sexual orientation, gender identity, gender expression, familial status, or membership or activity in a local commission has no place in a learning or work environment and is prohibited. Sexual violence has no place in a learning or work environment. Further, the Minnesota State Colleges and Universities system shall work to eliminate violence in all its forms. Physical contact by designated system, college, and university employees may be appropriate if necessary to avoid physical harm to persons or property. This policy is directed at verbal and physical conduct that constitutes discrimination/harassment under state and federal law and is not directed at the content of speech. In cases in which verbal statements and other forms of expression are involved Northland Community & Technical College will give due consideration to an individual's constitutionally protected right to free speech and academic freedom. The system office, colleges and universities has developed and implements a complaint process to review complaints of discrimination/harassment or sexual violence.

All complaints/questions should be directed to:

### EAST GRAND FORKS CAMPUS

**Lisa Bottem**

Interim Dean of Student Affairs

Office 123

(218) 683-8544

[lisa.bottem@northlandcollege.edu](mailto:lisa.bottem@northlandcollege.edu)

**Mike Curfman**

Director of Human Resources

Office 126 - EGF

(218) 683-8630

[mike.curfman@northlandcollege.edu](mailto:mike.curfman@northlandcollege.edu)

### THIEF RIVER FALLS CAMPUS

**Shamani Shikwambi**

Dean of Liberal Arts, Business, & Technical Programs

Office 545C

(218) 683-8565

[shamani.shikwambi@northlandcollege.edu](mailto:shamani.shikwambi@northlandcollege.edu)

**Mike Curfman**

Director of Human Resources

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**A MEMBER OF MINNESOTA STATE**

Northland Community & Technical College is an affirmative action, equal opportunity employer and educator.

This document is available in alternative formats to individuals with disabilities, consumers with hearing or speech disabilities may contact us via their preferred Telecommunications Relay Service by dialing 711 (toll-free nationwide).