

Birmingham-Southern College

Title: Non-Discrimination Policy

Policy Abstract: Birmingham-Southern College does not discriminate on the basis of race, color, national origin, ethnic origin, sex, sexual orientation, age, disability, religion (see policy for Methodist-affiliated details), genetic information or status as a protected veteran in employment or the rights, privileges, programs, and activities generally accorded or made available to students at the school, administration of its educational policies, admissions policies, scholarship and loan programs, and athletic and other school-administered programs.

Responsible Offices: President's Office, Provost Office
Student Development, Finance/HR

Officials: President, Provost, Vice President Student Development, CFO,
Director of Human Resources

Contact(s): General Charles Krulak, crulak@bsc.edu
Dr. Michelle Behr, mbehr@bsc.edu
Dr. David Eberhardt, deberhar@bsc.edu
Mr. Eli Phillips, ephillips@bsc.edu
Ms. Susan Kinney, skinney@bsc.edu

Applies to: Entire College

Effective Date: September 1, 2014

Revision Dates:

Purpose. Birmingham-Southern College is committed to maintaining a community which recognizes and values the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding, and mutual respect among its members; and encourages each individual to strive to reach his or her own potential. In pursuit of its goal of academic excellence, the College seeks to develop and nurture diversity. The College believes that diversity among its many members strengthens the institution, stimulates creativity, promotes the exchange of ideas, and enriches campus life.

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Applicable Regulations. Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Americans with Disability Act of 1990, Title VII of the Civil Rights Act of 1964, and other civil rights laws.

Policy Statement. Birmingham-Southern College does not discriminate on the basis of race, color, national origin, ethnic origin, sex, sexual orientation, age, disability, genetic information or status as a protected veteran in employment or the rights, privileges, programs, and activities generally accorded or made available to students at the school, administration of its educational policies, admissions policies, scholarship and loan programs, and athletic and other school-administered programs. Birmingham-Southern College does not discriminate with respect to students on the basis of religion, but consistent with its Methodist heritage and affiliation, may provide additional aid and options to individuals of particular religions. This statement of non-discrimination applies to educational programs, educational policies, admissions policies, educational activities, employment, access and admission, scholarship and loan programs, and athletic and other school-administered programs. Birmingham-Southern College is exempt from the religious discrimination provisions of Title VII of the Civil Rights Act of 1964 pursuant to 42 U.S.C. Sections 2000e-2(a) and 2000e(j). Any persons having inquiries concerning compliance with implementation of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Americans with Disability Act of 1990 or other civil rights laws should contact one of the following individuals, whom BSC has designated to handle inquiries regarding non-discrimination policies: Title IX Coordinator, David Eberhardt, Vice President for Student Development, Norton Campus Center, Room 230, 205-226-4722; Section 504 Coordinator/Disability Access and Accommodation, Jason Peevy, Counselor/Coordinator of Disability Accommodations, Norton Campus Center, Counseling and Health Services, Room 252, 205-226-4727; or EEO/ AA Officer, Susan Kinney, Director of Human Resources, Munger Hall, Room 308, 205-226-4645.

Birmingham-Southern College admits students at the beginning of any academic term. Students interested in enrolling at Birmingham-Southern should contact the Office of Admission for application materials. High school students should request these materials at the beginning of their senior year. Materials are also available online.

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Statement For Inclusion in the Student Application (after the long form of the statement):

Applicants in need of a disability accommodation are encouraged to contact the BSC Section 504 Coordinator/Disability Access and Accommodation, Jason, Peevy, Personal Counselor/Coordinator of Disability Accommodations, Norton Campus Center, Room 240, 205-226-4727, at any time prior to application or after acceptance to the College.

Short Version for use in Recruiting Materials. The following “short” version of the non-discrimination policy should be used for employee position announcements/postings (that are not paid advertisements) sent to potential referral sources and other institutions of higher education to solicit applications or nominations, and posters and other material used in conjunction with the referral and/or recruitment of students:

Birmingham-Southern College does not discriminate on the basis of race, color, national origin, ethnic origin, sex, sexual orientation, age, disability, genetic information or status as a protected veteran in employment or the rights, privileges, programs, and activities generally accorded or made available to students at the school, administration of its educational policies, admissions policies, scholarship and loan programs, and athletic and other school-administered programs. Birmingham-Southern College does not discriminate with respect to students on the basis of religion, but consistent with its Methodist heritage and affiliation, may provide additional aid and options to individuals of particular religions. Birmingham-Southern College is exempt from the religious discrimination provisions of Title VII of the Civil Rights Act of 1964 pursuant to 42 U.S.C. Sections 2000e-2(a) and 2000e(j). **References** Title VII of the Civil Rights Act of 1964, <http://www.eeoc.gov/laws/statutes/titlevii.cfm>

Title IX of the Education Amendments of 1972,
<http://www.dol.gov/oasam/regs/statutes/titleix.htm>
Section 504 of the Rehabilitation Act of 1973,
<http://www.dol.gov/oasam/regs/statutes/sec504.htm>
The Americans with Disability Act of 1990,
<http://www.dol.gov/dol/topic/disability/ada.htm>