

# NONDISCRIMINATION POLICY

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James A. Rhodes State College has a strong commitment to the principles of anti-harassment and nondiscrimination in all its forms, in its admission, educational, extra-curricular and employment practices, athletics, social programs, and activities. The College prohibits harassment, that is unwelcome conduct that is sufficiently severe, pervasive and objectively offensive that it effectively denies an individual equal access to the institution's education or employment programs or activities. The College does not discriminate on the basis of race, national origin, ethnicity, color, gender, gender identity or expression, genetic information, sexual orientation, religion, age, marital status, disability, military status (past, present or future), status as a parent (including, but not limited to, during pregnancy, immediately after the birth of a child, parent of a young child, and foster parent) and status as a nursing mother or any other basis prohibited by the Civil Rights Act of 1964, Title IX, 504 of the Rehabilitation Act, Title II of the Americans with Disability Act, State of Ohio Executive Order 2023-01 D and applicable federal, state, or local laws and college policy. All inquiries can be directed to the Vice President for Human Resources at Andrea Goings, Vice President for Human Resources/Title IX Coordinator, Rhodes State College, 4240 Campus Drive – Keese Hall, Lima, OH 45804, 419-995-8302, [goings.a@Rhodes.State.edu](mailto:goings.a@Rhodes.State.edu)

## Catalog Changes

The information contained in this catalog is current at the time of publication. Rhodes State College reserves the right to make changes in policy, curricula, and fees as circumstances dictate subsequent to publication. The College expects its students to have knowledge of the information contained herein.