

Title IX Statement

It is the policy of Research College of Nursing to prohibit discrimination on the basis of age, color, disability, gender, national origin, race, religion, sex or veteran's status in regard to the administration of all campus programs, services and activities, and the admission of students, employment actions, or other sponsored activities.

Research College of Nursing is committed to providing equal opportunities for all persons and does not discriminate or retaliate on the basis of race, color, creed, religion, sex, pregnancy status, sexual orientation, marital status, national origin or ancestry, age, gender, disability, citizenship or intending citizenship status, gender identity, veteran status, or any other status protected by law ("protected status"). This policy extends to admissions, employment, housing, services, and in the other educational programs and activities that Research College of Nursing operates (collectively "programs and activities"). Harassment, whether verbal, non-verbal, or physical, that is based on any of these protected status constitutes a form of discrimination if it denies or limits a person's ability to participate in or benefit from Research College of Nursing's programs and activities. This policy covers employees, students, applicants for employment or admission, contractors, vendors, visitors, guests, and participants in College-sponsored programs and activities. The academic or work relationship sometimes extends beyond the Research College of Nursing campus. Therefore, in some situations, this policy may apply to allegations of discrimination or retaliation that occurs off campus or during after-hours functions sponsored by Research College of Nursing.

Research College of Nursing complies with federal, state, and local equal opportunity laws and strives to keep the workplace free from all forms of illegal discrimination and retaliation.

Title IX of the Education Amendments of 1972 and certain other federal and state laws prohibit discrimination on certain bases in education programs and activities operated by Research College of Nursing. Research College of Nursing complies with the requirements of Title IX of the Education Amendments of 1972, 20 U.S.C. Sec. 1681, et seq., and subsequent regulations, which prohibits discrimination on the basis of sex in all programs and activities receiving federal financial assistance. Research College of Nursing receives such assistance and complies with this law and its implementation of regulation at 34 C.F.R. Part 106 (<http://www2.ed.gov/policy/rights/reg/ocr/edlite-34cfr106.html>).

To ensure compliance with Title IX, Research College of Nursing has designated the Title IX Coordinator as the primary contact responsible for developing, adopting and/or assuring the dissemination of the College's nondiscrimination policy and for making the policy available to the College's community. In addition, the Office of Human Resources and Equal Opportunity will make the policy available to faculty, staff, the College community and the public.

Inquiries concerning the application of these laws to programs and activities of Research College of Nursing or any individual who believes he or she has been discriminated against in violation of the College's nondiscrimination policy, including sexual harassment or gender discrimination, or who has witnessed discrimination against another, may obtain information and assistance regarding the College's policies and responsive processes from the following resources:

1. Research College of Nursing faculty, staff, and students with inquiries concerning the application of Title IX to the College's programs and activities, or for inquiries regarding allegations of discrimination or grievances concerning Title IX are encouraged to contact:

Director of Student Affairs
Title IX Coordinator
Research College of Nursing
2525 East Meyer Blvd.
Room 121
Kansas City, MO 64119
(816) 995-2806

2. Individuals with inquiries concerning the application of Title IX may also contact:

Office for Civil Rights
U.S. Department of Health and Human Services
Region VII Kansas City (Iowa, Kansas, Missouri, Nebraska)
601 East 12th Street – Room 353
Kansas City, MO 64106
800-368-1019
Fax 816-426-3686
TDD 800-537-7697
OCR.Mail@hhs.gov (for non-privacy related inquiries)
<http://www.hhs.gov/ocr/office/file/index.html>

3. Associated College policies and procedures may be found on the College Policies website
researchcollege.edu