**NON-DISCRIMINATION POLICIES**

As a state institution of higher education, Cascadia College is committed to providing a healthy, productive, and supportive environment in which our students are able to learn and our employees are able to work. The college does not tolerate violent, harassing, threatening, or intimidating behavior toward students, staff, faculty, or visitors.

Cascadia recognizes its responsibility for investigation, resolution, implementation of corrective measures, and monitoring the educational environment and workplace to stop, remediate, and prevent discrimination on the basis of race, color, national origin, citizenship or immigration status, age, perceived or actual sensory, mental, or physical disability, pregnancy, genetic information, sex, sexual orientation, gender identity, marital status, creed, religion, honorably discharged veteran or military status, or use of a trained guide dog or service animal, as required by Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, Sections 504 and 508 of the Rehabilitation Act of 1973, the Americans with Disabilities Act and ADA Amendment Act, the Age Discrimination Act of 1975, the Violence Against Women Reauthorization Act and Washington State’s Law Against Discrimination, Chapter 49.60 RCW and their implementing regulations.  To this end, Cascadia College has enacted policies prohibiting discrimination against and harassment of members of these protected classes.  Any individual found to be in violation of these policies will be subject to disciplinary action up to and including dismissal from the College or from employment.

Any employee, student, applicant, or visitor who believes that he or she has been the subject of discrimination or harassment should report the incident or incidents to the College’s Title IX / EEO Coordinator identified below.  If the complaint is against that Coordinator, the complainant should report the matter to the president’s office for referral to an alternate designee.

Vice President of Administrative Services  
Cascadia College  
18345 Campus Way NE  
Bothell, WA 98011  
[nondiscrimination@cascadia.edu](mailto:nondiscrimination@cascadia.edu)