

NONDISCRIMINATION POLICY (Title IX)

Nazarene Bible College is an equal opportunity employer. Nazarene Bible College subscribes to the principles and laws of the State of Colorado and the federal government pertaining to civil rights, equal employment opportunity (EEOC), and the Americans with Disabilities Act (ADA), including Title IX of Education Amendments of 1972. Nazarene Bible College prohibits discrimination on the basis of race, sex, religion, age, color, national or ethnic origin, marital status, or handicap in recruitment of students, employment*, scholarship and loan programs, and in the operation of all college-administered programs, activities, and services. Nazarene Bible College does expect all employees to be in compliance with the college's purpose, mission, and standard of conduct.

The college has designated the vice president for finance as the title IX coordinator. The Title IX coordinator is to ensure the college's compliance with Title IX of the Education Amendments of 1972. The Title IX coordinator is to oversee the college's response to Title IX reports and complaints and identify and address any patterns or systemic problems revealed by such reports and complaints. The Title IX coordinator must be informed of all reports and complaints raising Title IX issues, even if the report or complaint was initially filed with another individual or office. In addition, the Title IX coordinator is to conduct annual climate assessments for students and employees. Any questions concerning Title IX can be referred to the Title IX coordinator or the Office for Civil Rights:

NBC's Title IX Coordinator
VP for Finance
Shirley Cadle
719-884-5021
SACadle@nbc.edu

Office for Civil Rights
U.S. Department of Health and Human
Services
(800) 368-1019
OCRPrivacy@hhs.gov

Evidence of practices inconsistent with the college's non-discrimination policy should be reported in writing to the Title IX coordinator who will evaluate the inconsistencies and take appropriate action. Should the complainant be dissatisfied with the resolution of the matter as determined by the Title IX coordinator, the complainant may submit a written report to the President's Cabinet. The decision of the President's Cabinet in the matter shall be final.

**As a private, educational institution affiliated with the Church of the Nazarene, Nazarene Bible College reserves the right to prefer employees on the basis of religion. This policy complies with Title VII, Section 702-703, U.S. Civil Rights Act of 1964. Candidates for employment will have a strong connection to the Christian faith in line with the Wesleyan tradition.*