

STATEMENT OF NONDISCRIMINATION

The exact wording of Title VI of the Civil Rights Act of 1964 can be found in the U.S. Code, specifically 42 U.S.C. § 2000d. Here is the text:

Title VI - Nondiscrimination in Federally Assisted Programs:

Section 2000d. "No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."

This provision establishes the foundation for prohibiting discrimination based on race, color, or national origin in any program or activity that receives federal funding, ensuring equal access and treatment for all individuals.

Petra College believes that everyone has the right to learn in an atmosphere free from discriminatory practices, including sexual harassment and harassment based on race, religion, gender, color, sex, age, national origin, disability, marital status, sexual orientation, gender identity, veteran status, or any other legally protected status. Hence, no person shall be excluded from participation, denied any benefits, or subjected to any form of discrimination based on race, sex, religion, color, national origin, age, disability, including HIV, or any other factor in its admission and recruitment of students, education programs, activities that it operates, or in employment policies and practices as required by Title IX. College, in its relationship with students, faculty and staff, treats with absolute fairness all those who apply. All applicants, students, and/or employees with disabilities, including HIV, have an equal opportunity to participate in or benefit from the goods, services, facilities, privileges, advantages, or accommodations provided by Petra College.

Petra College's Non-Discrimination Policy is in accordance with federal and state rules and regulations as to non-discrimination. No applicant or employee shall be denied admission nor denied any of the privileges and rights due to race, religion, national origin, sex, or physical disabilities.

GENDER IDENTITY

The Biden administration's updated Title IX regulations reflect a broader understanding of gender and its implications in educational settings, and these will need consideration as you begin crafting your policies and procedures around sexual discrimination and harassment. While the specific language may evolve, the general principles include the following definitions and concepts regarding gender:

1. Gender Identity

The Biden administration recognizes gender identity as a person's internal sense of their gender, which may be male, female, a blend of both, neither, or something else entirely. This recognition acknowledges that gender identity is not necessarily aligned with an individual's biological sex assigned at birth.

2. Gender Expression

The regulations also consider gender expression, which refers to the external presentation of one's gender through behavior, clothing, hairstyles, voice, or other forms of presentation. This expression may or may not conform to societal expectations of gender.

3. Inclusivity

The updated Title IX regulations emphasize the importance of including all gender identities and expressions in protections against discrimination. This means that schools must consider and respect the rights of transgender and non-binary students, ensuring they have equal access to educational opportunities and resources.

4. Harassment and Discrimination

The new regulations expand the definitions of harassment and discrimination to encompass actions based on an individual's gender identity or gender expression. This includes any unwelcome behavior that creates a hostile environment for individuals based on their gender.

5. Supportive Measures

Schools are required to provide supportive measures that respect students' gender identities, such as allowing students to use facilities that align with their gender identity, accommodating preferred names and pronouns, and ensuring a safe environment free from harassment.

Overall, the Biden administration's approach to gender in the new Title IX regulations aims to create an inclusive and equitable educational environment for all students, regardless of their gender identity or expression, reflecting a commitment to diversity and respect for individual rights.

STUDENTS WITH DISABILITIES

Petra College does not discriminate against applicants, students, and/or employees based on disability, including HIV. All applicants, students, and/or employees with disabilities, including HIV, have an equal opportunity to participate in or benefit from the goods, services, facilities, privileges, advantages, or accommodations provided by Petra College. It is the general policy of Petra College to assure equal opportunity for all qualified people. A reasonable accommodation for qualified people with disabilities will be provided the students have self-identified with the President of Petra College and have provided required documentation. Individual instructors will modify the methods, requirements and procedures of courses and examinations to

reasonably accommodate the special needs of the students with disabilities, provided the academic integrity of the course and/or examination is not violated and the health and welfare of all are safeguarded.

COMPLIANCE WITH CIVIL RIGHTS LAWS AND PRINCIPLES

In compliance with Title IX of the 1972 Education Amendments, the Equal Employment Opportunity Act of 1972 Education Amendments, the Equal Employment Opportunity Act of 1972, Title VII of the Civil Rights Act of 1964 as amended, and Section 504 of the Rehabilitation Act of 1974, it is the policy of Petra College, not discriminate against any person based on race, color, religion, creed, national origin, sex, age, marital or parental status or disability in all of its educational and employment programs, activities, its policies, practice, and procedures. All applicants, students, and/or employees with disabilities, including HIV, have an equal opportunity to participate in or benefit from the services, facilities, privileges, advantages, or accommodations provided by Petra College.

It is Petra College's policy not to discriminate against any applicant, student, or employee based on race, color, creed, sex, national origin, age, gender identity, sexual orientation or disabilities, including HIV, genetic information, veteran status, political affiliation, or religion in its admission and recruitment of students, education programs and activities, or in employment policies and practices. Petra College treats with absolute fairness all those who apply and attend its programs.

This policy reflects the requirements of Title VI of the Civil Rights Act of 1964, as amended; the Equal Employment Opportunity Act of 1972; Executive Order 11246; Section 901 of Title IX of the Educational Amendments of 1972; Section 504 of the Rehabilitation Act of 1973, as amended; Vietnam Era Veterans' Readjustment Assistance Act of 1974; Louisiana Executive Order 13; Age Discrimination Act of 1975; The Americans with Disabilities Act of 1990; and the Civil Rights Act of 1991.