

## *Equal Opportunity in Education and Employment*

It is the official policy of the Alabama Community College System and Central Alabama Community College that no person on the basis of race, color, disability, sex, religion, creed, national origin, age, or other classification protected by law be excluded from participation in, be denied the benefits of, or be subject to discrimination under any program, activity, or employment. Furthermore, no qualified individual with a disability shall, on the basis of disability, be subject to discrimination in employment or in connection with any service, program, or activity conducted by the College.

The College prohibits retaliation against any person because they have engaged in a protected activity opposing the College or because they have made a complaint, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing alleging discrimination on the basis of any protected classification specified above or retaliation.

Central Alabama Community College complies with the non-discriminatory regulations under Title VI and Title VII of the Civil Rights Act of 1964; the Age Discrimination in Employment Act, Title IX Education Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973 (as amended), the Vietnam Era Veterans Readjustment Assistance Act, the Americans with Disabilities Act of 1990 (as amended), the Equal Pay Act, and the Pregnancy Discrimination Act.

Student inquiries concerning reasonable accommodations may be directed to the ADA Coordinator. Complaint and grievance procedure forms are available in the Office of Student Services. Students who wish to make a complaint regarding discriminatory conduct or retaliation should contact the Title IX Coordinator for student issues.

Employee inquiries concerning reasonable accommodations may be directed to the Executive Human Resources Director in the Office of Human Resources. Complaint and grievance procedure forms are available in the Office of Human Resources and in iConnect, the college employee portal. Employees who wish to make a complaint regarding discriminatory conduct or retaliation should contact the Title IX Coordinator for employee issues.

Central Alabama Community College is an equal employment/equal educational opportunity institution.

Inquiries concerning the application of Title IX laws and their implementing regulations may be referred to the Title IX Coordinators listed below or to the Office for Civil Rights.

The Title IX Coordinators for Central Alabama Community College are:

**Student Contact**

Dr. Kevin Ammons  
Title IX Coordinator  
Administration Building  
Central Alabama Community College  
1675 Cherokee Road  
Alexander City, AL 35010  
256-215-4273 PHONE  
256-215-4268 FAX  
[kammons@cacc.edu](mailto:kammons@cacc.edu)

**Employee Contact**

Tina Shaw  
Title IX Coordinator  
Administration Building  
Central Alabama Community College  
34091 US Highway 280  
Childersburg, AL 35044  
256-378-2010 PHONE  
256-378-2097 FAX  
[tshaw5@cacc.edu](mailto:tshaw5@cacc.edu)

Region Four Office of Civil Rights  
U.S. Department of Education  
61 Forsyth St. S. W., Suite 19T10  
Atlanta, Georgia 30303-8927  
404-974-9406 PHONE  
404-974-9471 FAX  
800-877-8339 TTY  
[OCR.Atlanta@ed.gov](mailto:OCR.Atlanta@ed.gov)