

## **NON-DISCRIMINATORY PRACTICES**

### **PURPOSE**

Edison State Community College is committed to fostering an inclusive and equitable environment where all members of the college community are treated with respect and fairness.

### **POLICY STATEMENT**

Edison State serves a diverse community. As such, diversity is an integral and important part of the campus climate and includes all individuals of various ages, religions, learning styles, gender, sexual orientations, ethnicities, and cultures. Edison State strives to create an environment in which all people are valued and supported; differences are understood and respected; and students are prepared for collaboration in a global community. Edison State does not discriminate against students on the basis of race, color, creed, religion, age, sex, marital status, gender, sexual orientation, veteran status, national origin, ancestry, citizenship, disability, or any other protected class.

Edison State Community College is strongly committed to achieving full equal opportunity in its employment practices, educational programs and activities, and in the services it offers to the community. The College's policy is consistent with the various federal and Ohio statutes which prohibit discrimination.

### **PERSONS AFFECTED**

All Edison State Community College stakeholders and community members.

### **DEFINITIONS**

#### **PROTECTED CLASS**

A group of individuals who are safeguarded by federal, state, or local laws from discrimination or unequal treatment based on certain characteristics or attributes.