

STUDENT HANDBOOK - NONDISCRIMINATION POLICY

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NONDISCRIMINATION POLICY

Grinnell College is committed to a policy of nondiscrimination in matters of admissions, employment and housing, and in access to and participation in its education programs, services, and activities. No person shall be discriminated against on the basis of race, national and ethnic origin, age, gender, sexual orientation, marital status, religion, creed, or disability.

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The application of the College's nondiscrimination policy will often involve conflicting interests. This may especially be the case when it is applied to questions of freedom of speech and freedom of association. Because of these inherent difficulties, the application of the nondiscrimination policy may not be simple or straightforward. Since the primary business of the College is liberal education and because liberal education cannot take place without the free, open, and civil exchange of ideas, the application of the nondiscrimination policy should always be made with consideration of how best to preserve the free, open, and civil exchange of ideas.

While cherishing and defending freedom of speech to the full extent protected by the First Amendment of the United States constitution, Grinnell College declares its abhorrence of slurs and actions that demean, denigrate, humiliate, or express hatred towards members of the campus community. Responsibility calls us to be sensitive to the harmful effects of hostile speech and actions and to refrain from acting in demeaning and discriminatory ways. The College is an equal-opportunity, affirmative action employer, and complies with all applicable laws and regulations regarding nondiscrimination, including Title IX of the Educational Amendments of 1972.

For more information about this policy or to lodge complaints or grievances under it, staff and faculty are directed to contact the Vice President for Diversity. Students are directed to contact the Vice President for Student Services.

The College is committed to providing all of its students, faculty, staff, and visitors with equal access to its programs, events, and facilities. To this end, in compliance with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, the College has made modifications to its buildings and grounds in a reasonable manner to provide access for people with disabilities. The College also is prepared to supply students and faculty including those with limiting visual and hearing impairments, any auxiliary aids, modifications in classroom locations, and/or adjustment of classroom techniques and practices that will allow equal access to Grinnell's programs and degree objectives.

For more information about this policy, or how to receive assistance to make modifications or to accommodate individual needs, contact the Senior Counselor, Office of the President. Individuals should also contact this coordinator to file complaints or grievances under this policy.

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Grinnell, IA 50112-1690 641-269-4000

Privacy policy and additional information.