



**BOARD POLICY**

**No. 912**

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| <b>TITLE:</b>          | Civil Rights Compliance                                                                                                |
| <b>DATE ADOPTED:</b>   | August 18, 2026                                                                                                        |
| <b>EFFECTIVE DATE:</b> | August 18, 2026                                                                                                        |
| <b>SUPERSEDES:</b>     | January 16, 2024, November 2, 2018, November 17, 1992 (916),<br>September 18, 1990 (912 & 914), and May 16, 1972 (156) |

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The Board of Trustees affirms that Rowan College Burlington County (RCBC) shall provide an environment of equal opportunity and shall not tolerate discrimination, harassment, or retaliation in any College program, activity, or employment practice.

**Policy Statement**

The College is committed to providing an educational and employment environment free from discrimination, harassment, and retaliation and to ensuring equal opportunity in all College programs, activities, and employment practices. The College shall comply with all applicable federal and state civil rights statutes, regulations, and executive orders.

**Legal Compliance**

The College shall comply with all applicable laws prohibiting discrimination, harassment, and retaliation, including but not limited to:

1. Title VI of the Civil Rights Act of 1964
  - Title VI of the Civil Rights Act prohibits discrimination on-the-basis of race, color, and national origin in programs and activities receiving federal financial assistance. If a recipient of federal assistance is found to have discriminated and voluntary compliance cannot be achieved, the federal agency providing the assistance, should either initiate fund termination proceedings or refer the matter to the Department of Justice for appropriate legal action.
2. Title VII of the Civil Rights Act of 1964
  - Title VII of the Civil Rights Act prohibits employers from discriminating against employees because of race, color, religion, sex, or national origin. Title VII protection covers the full spectrum of employment decisions, including recruitment, selections, terminations, and other decisions concerning terms and conditions of employment.



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3. Title IX of the Education Amendments of 1972
    - Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in education programs and activities that receive federal financial assistance. Title IX states “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance[.]”
  4. Americans with Disabilities Act (ADA)
    - The Americans with Disabilities Act prohibits discrimination against individuals with disabilities to make sure that people with disabilities have the same rights and opportunities as everyone else. It requires employers to make reasonable accommodations to the known physical or mental limitations of a qualified applicant or employee, unless such accommodation would impose an undue hardship on the employer.
  5. Section 504 of the Rehabilitation Act
    - Section 504 prohibits organizations and employers from excluding or denying individuals with disabilities an equal opportunity to receive program benefits and services. Section 504 provides: "No otherwise qualified individual with a disability in the United States . . . shall, solely by reason of her or his disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance . . . ."
  6. Age Discrimination in Employment Act
    - The Age Discrimination in Employment Act prohibits age discrimination against people who are age 40 or older in hiring, promotion, discharge, compensation, or terms, conditions or privileges of employment.
  7. Equal Pay Act
    - The Equal Pay Act, amending the Fair Labor Standards Act, prohibits wage discrimination based on sex. All forms of compensation are covered, including salary, overtime pay, bonuses, life insurance, vacation and holiday pay, cleaning or gasoline allowances, hotel accommodations, reimbursement for travel expenses, and benefits.
  8. New Jersey Law Against Discrimination (NJLAD)
    - The New Jersey Law Against Discrimination prohibits bias, harassment, and discrimination on-the-basis of race or color; religion or creed; national origin, nationality, or ancestry; sex, pregnancy, or breastfeeding; sexual orientation; gender identity or expression; disability; marital status or domestic partnership or civil union status; liability for military service; age; or atypical hereditary cellular or blood trait, genetic information, and the refusal to submit to a genetic test or make available to an employer the results of a genetic test.



9. New Jersey Conscientious Employee Protection Act (CEPA)

- The New Jersey Conscientious Employee Protection Act prohibits any retaliatory action against an employer because the employee discloses, or threatens to disclose to a supervisor or to a public entity, any activity, policy, or practice of the employer that is a violation of a law, or a rule or regulation.

10. Any other applicable federal or state civil rights law or regulation

Discrimination, harassment, or retaliation on-the-basis of any characteristic protected by law is prohibited.

**Administrative Responsibility**

The President shall ensure the College's compliance with all federal and state civil rights laws and regulations. And, the President shall also cause the establishment and maintenance of sound administrative procedures necessary to implement this policy, including procedures for complaint reporting, intake and review, investigations, corrective action, appeals, disability accommodations, Title IX compliance, and whistleblower protections.

The President shall ensure that appropriate training and education programs are provided to employees and students regarding discrimination, harassment, retaliation, reporting obligations, and institutional policies.

**Uniform Complaint Procedure**

All complaints involving discrimination, harassment, retaliation, whistleblower activity, or other violations of law or College policy shall be processed in accordance with the College's Uniform Complaint Handling Procedure established by the President.

**Reporting to the Board**

The President shall periodically report to the Board of Trustees regarding the College's compliance with civil rights laws and the implementation of this policy, consistent with confidentiality requirements and applicable law.



**Rowan College**  
at  
**BURLINGTON COUNTY**

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**\*\*Adopted by Resolution of the RCBC Board of Trustees at its Meeting held August 18, 2026.**

*Dr. David Sping*

08/18/2026

President

Date:

*A. Braddock*

08/18/2026

Chairman

Date: