



MANUAL OF POLICY

POLICY NUMBER: I-8

POLICY TITLE: Equal Access/Equal Opportunity

LEGAL AUTHORITY: TITLE VI, VII AND VIII, CIVIL RIGHTS ACT OF 1964; SECTION 485(f) OF THE HIGHER EDUCATION ACT OF 1965; TITLE IX OF THE EDUCATIONAL AMENDMENTS OF 1972; SECTION 504 OF THE REHABILITATION ACT OF 1973, AS AMENDED, 29 U.S.C. § 794, AND ITS IMPLEMENTING REGULATION AT 34 C.F.R. Part 104; AMERICANS WITH DISABILITIES ACT OF 1990 (ADA); CIVIL RIGHTS ACT OF 1991

DATE OF LAST REVIEW: 3/28/2022

- A. R. A. Thomas Educational Center is committed to providing equal access/equal opportunity and does not discriminate on the basis of gender, race, color, marital status, age, religion, nationality, disability, veteran's status, ethnicity, pregnancy, sexual orientation, or genetic information.
- B. R. A. Thomas Educational Center is an equal opportunity employer and educational institution, and all employees, students, and applicants for employment or admission are guaranteed a safe and welcoming work and learning environment free of harassment and discrimination on the basis of gender, race, color, marital status, age, religion, national origin, disability, veteran's status, ethnicity, sexual orientation, or genetic information.
- C. In accordance with all applicable Federal and State laws and regulations, R. A. Thomas Educational Center is an equal access/equal opportunity employer and is dedicated to recruiting, hiring, compensating, and promoting employees without regard to race, color, religion, gender, age, marital status, disability, veteran status, ethnicity, pregnancy, sexual orientation, or genetic information.

- D. Employees at the R. A. Thomas Educational Center are expected to teach and work with others, as well as supervise and be supervised by others, regardless of their gender, race, color, marital status, age, religion, nationality, disability, veteran status, ethnicity, pregnancy status, sexual orientation, or genetic information.
- E. R. A. Thomas Educational Center is committed to provide equal educational opportunities to all students regardless of sex, race, color, marital status, age, religion, national origin, disability, veteran's status, ethnicity, pregnancy, sexual orientation, or genetic information. This commitment to equal access/equal opportunity includes the following: recruitment, admission, programs and activities, facilities, counseling and testing, financial assistance, and placement.
- F. All students at R. A. Thomas Educational Center are treated equally regardless of their gender, race, color, marital status, age, religion, nationality, disability, veteran status, ethnicity, pregnancy, sexual orientation, or genetic information. This commitment to equal access/equal opportunity recruitment, admission, programs and activities, facilities, counseling and testing, financial assistance, and placement are all areas where this dedication to equal access/equal opportunity is evident.
- G. The R. A. Thomas Educational Center shall provide reasonable instructional support services as well as substitution or modification of any requirement for admission or graduation for any student with a physical or mental disorder(s) which substantially impairs that person's visual, auditory, manual, speaking or intellectual abilities and bodily functions, or who has a learning disability where documentation can be provided that the student's failure to meet the requirement is related to the disability.
- H. R. A. Thomas Educational Center is committed to maintaining a diverse and inclusive learning and work environment in which electronic and information technology (EIT) is accessible to students, employees, applicants, and guests with disabilities comparable to the access and use by students, employees, applicants, and guests who are not individuals with disabilities.

DocuSigned by:	
<i>Randen A. Thomas</i>	3/28/2022
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PRESIDENT	DATE