

**Dutchess Community College**  
**Policy on Racial and Other Forms of Discrimination**

**I. Statement on Nondiscrimination**

Dutchess Community College is committed to the principle of equal opportunity in education and employment and does not engage in unlawful discrimination based on an individual's race, color, national origin, religion, creed, age, disability, sex, gender identity, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence or dating violence victim status, or criminal conviction in the execution of its educational programs, activities, employment, daily operations or admission policies, in accordance with all applicable federal, state and local laws. These laws include the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964 as Amended by the Equal Employment Opportunity Act of 1972, and the New York State Human Rights Law.

Employees, students, applicants and other members of the College community (including but not limited to vendors, visitors, and guests) may not be subjected to harassment that is prohibited by law, or treated adversely or retaliated against, based upon a protected characteristic. The College will not tolerate any form of harassment, and it is therefore the responsibility and obligation of all members of the College community to report and or to assist others in reporting incidents of racial or other forms of harassment, and to cooperate and assist in investigations related to such incidents.

Dutchess Community College (DCC) has established an Affirmative Action Officer (AAO) to oversee the investigation of claims of violations of the College's policy against discrimination and unlawful harassment. Claims of discrimination based on sex and/or sexual harassment are to be investigated and addressed in accordance with the Policy on Sex Discrimination and Sexual Harassment (Title IX).

Reports of violations and/or inquiries regarding the application of this policy, as well as laws, regulations and policies prohibiting discrimination may be directed to:

Director of Diversity & Compliance  
Bowne Hall, Room 220  
Dutchess Community College  
53 Pendell Road, Poughkeepsie, NY 12601  
845-431-8673  
[ChiefDiversityOfficer@sunydutchess.edu](mailto:ChiefDiversityOfficer@sunydutchess.edu)  
[TitleIX@sunydutchess.edu](mailto:TitleIX@sunydutchess.edu)

Alternatively, reports or inquiries may be directed to:

The Chief of Staff/Vice President for Institutional Effectiveness  
Bowne Hall, Room 209a  
Dutchess Community College  
53 Pendell Road, Poughkeepsie, NY 12601  
845-431-8985

[TitleVI@sunydutchess.edu](mailto:TitleVI@sunydutchess.edu)

Or to:

The Office of the Vice President for Enrollment and Student Success  
SSB, Room 304A  
Dutchess Community College  
53 Pendell Road, Poughkeepsie, NY 12601  
845-431-8680

Inquiries or complaints regarding the College's procedures and compliance with applicable federal antidiscrimination laws, statutes, and regulations may also be directed to:

United States Department of Education's Office for Civil Rights  
32 Old Slip 26th Floor  
New York, NY 10005-2500  
Tel (646)428-3800;  
Email [OCR.NewYork@ed.gov](mailto:OCR.NewYork@ed.gov).

400 Maryland Avenue, SW  
Washington, DC 20202-1100  
Customer Service Hotline: 800-421-3481 TDD 877-521-2172  
Email: [OCR@ed.gov](mailto:OCR@ed.gov) Web: <http://www.ed.gov/ocr>

### **III. Reporting Unlawful Discrimination or Harassment**

Individuals (including students, employees, and visitors) who believe they have experienced unlawful discrimination or harassment on the College's campus, or in any of its programs or activities should make a report to the AAO in accordance with the Discrimination Grievance Procedures set forth in the Professional Staff Handbook.

The AAO will then respond to report of unlawful discrimination or harassment as provided in the Discrimination Grievance Procedures.

The AAO is also responsible for providing appropriate support measures and ensuring that unlawful discrimination or harassment is redressed and does not occur.

### **VI. Prohibition on Retaliation**

Retaliation against anyone who, in good faith, reports or participates in an investigation of an act of unlawful discrimination or harassment of any type is strictly prohibited. Anyone responsible for retaliation, including the accused party or someone affiliated with the accused party, will be subject to disciplinary action by the College.

Adopted by Board of Trustees, Resolution # 2025-02, dated September 24, 2024