

# Non-Discrimination at Pine Technical and Community College



**Pine Technical and Community College will not tolerate discrimination on the basis of protected class categories in accordance with all state and federal equal opportunity/affirmative action laws, directives, orders and regulations.**

## Employee Discrimination/Harassment, Violence and Accommodation Requests

**Sharon Weaver**, Chief Human Resources Officer  
Presidential Suite  
320-629-5129 or [Sharon.Weaver.2@pine.edu](mailto:Sharon.Weaver.2@pine.edu)

## Student Discrimination/Harassment or Violence

**Farfum Ladroma**, Director of Student Success  
Student Services Suite  
320-629-5180 or [Farfum.Ladroma@pine.edu](mailto:Farfum.Ladroma@pine.edu)

## Student Accommodation Requests

**Robin Johnson**, Student Success Coordinator  
Learning Resource and Technology Center (LRTC)  
320-629-5174 or [Robin.Johnson@pine.edu](mailto:Robin.Johnson@pine.edu)

Minnesota State Colleges and Universities (MinnState) is committed to a policy of nondiscrimination in employment and education opportunity. No person shall be discriminated against in the terms and conditions of employment, personnel practices or access to and participation in programs, services and activities with regard to race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance or sexual orientation, gender identity, gender expression, familial status. In addition, discrimination in employment based on membership or activity in a local commission as defined by law is prohibited.

This policy is directed at verbal or physical conduct that constitutes discrimination/harassment under state and federal law and is not directed at the content of speech. In cases in which verbal statements and other forms of expression are involved, Minnesota State Colleges and Universities will give due consideration to an individual's constitutionally protected right to free speech and academic freedom. However, discrimination and harassment are not within the protections of free speech or academic freedom.

The complete policies regarding Non-Discrimination and the Procedure for reporting may be found on the Pine Technical and Community College website, <http://www.pine.edu/about/campus-policies/>

### 1B.1 — Nondiscrimination in Employment and Education Opportunity

<http://minnstate.edu/board/policy/1b01.html>

#### 1B.1.1 — (Procedure) Report/Complaint of Discrimination/Harassment Investigation and Resolution

<http://minnstate.edu/board/procedure/1b01p1.html>

This document is available in alternative format for individuals with disabilities , consumers with hearing or speech disabilities may contact us via their preferred Telecommunications Relay Service.