

STATEMENT OF EQUAL OPPORTUNITY

Wiregrass Georgia Technical College (WGTC) abides by the [Technical College System of Georgia's Policy 2.1.1. Statement of Equal Opportunity](#).

The Technical College System of Georgia and its constituent Technical Colleges do not discriminate on the basis of race, color, creed, national or ethnic origin, sex (including pregnancy, sexual orientation, and gender identity), religion, disability, age, political affiliation or belief, genetic information, veteran or military status, marital status, or citizenship status (except in those special circumstances permitted or mandated by law). This nondiscrimination policy encompasses the operation of all technical college-administered programs, programs financed by the federal government including any Workforce Innovation and Opportunity Act (WIOA) Title I financed programs, educational programs, and activities, including admissions, scholarships and loans, student life, and athletics. It also encompasses the recruitment and employment of personnel and contracting for goods and services. To review in its entirety, please access the TCSG Policy Manual and reference the corresponding policy and subsequent procedures.

All work and campus environments shall be free from unlawful forms of discrimination, harassment and retaliation as outlined under Title IX of the Educational Amendments of 1972, Title VI and Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act of 1967, as amended, Executive Order 11246, as amended, the Vietnam Era Veterans Readjustment Act of 1974, as amended, Section 504 of the Rehabilitation Act of 1973, as amended, the Americans With Disabilities Act of 1990, as amended, the Equal Pay Act, Lilly Ledbetter Fair Pay Act of 2009, the Georgia Fair Employment Act of 1978, as amended, the Immigration Reform and Control Act of 1986, the Genetic Information Nondiscrimination Act of 2008, the Workforce Innovation and Opportunity Act (WIOA) of 2014 and other related mandates under TCSG Policy, federal or state statutes.

TCSG and the technical colleges are expected to promote the full realization of equal opportunity through affirmative and continuing practices. TCSG and each technical college shall develop procedures for implementing this policy and for addressing employee and student complaints of unlawful discrimination for all work units and colleges, as mandated by federal compliance guidelines.

Any violation or questions may be directed to any member of the [Campus Equity & Compliance](#) Team as listed below:

Campus Equity and Compliance Team Contact Information

Shalonda Sanders, Title IX Coordinator (all campuses) Vice President for Human Resources & Operations Valdosta Campus, Cox Hall, Human Resources Suite (229) 333-5356 or shalonda.sanders@wiregrass.edu	Katrina Royal, Student ADA & Section 504 Coordinator (all campuses) and Title IX Designee/Investigator Executive Director Student Engagement and Special Populations Valdosta Campus, Berrien Hall, Room 100 (229) 333-2100 x 1236 or katrina.royal@wiregrass.edu *student ADA & student disability claims only
Meredith Moon, Title IX Designee/Investigator Director for Human Resources and Employer Services Valdosta Campus, Cox Hall, Human Resources Suite (229) 333-5356 or meredith.moon@wiregrass.edu	David VanLandingham, Title IX Designee/Investigator Assistant Vice President of Institutional Effectiveness Ben Hill-Irwin Campus, Dorminy-Mixon Hall, Room 8102 (229) 468-2100 x 3016 or david.vanlandingham@wiregrass.edu
Yolanda Woodall, Title IX Designee/Investigator Assistant Director for Human Resources & Career Services Ben Hill-Irwin Campus, Charles Harris Learning Ctr, Room 630C (229) 333-5356 or yolanda.woodall@wiregrass.edu	Rebekah Harper, Student ADA & Section 504 Designee and Title IX Designee/Investigator Special Populations Coordinator Ben Hill-Irwin Campus, Berrien Hall, Room 100 (229) 468-2000 x 2243 or kayla.zackery@wiregrass.edu *student ADA & student disability claims only

Telephone numbers are accessible to persons who are deaf or hard of hearing through the [Georgia Relay](#) by dialing 711 or 800-255-0056 from a TTY/TDD. You may email the team at campusequityandcompliance@wiregrass.edu or visit our webpage at [Wiregrass Campus Equity and Compliance Web Page](#).

EEO Statement Addendum

As referenced in its Equal Employment Opportunity Statement, Wiregrass Georgia Technical College is committed to fostering a safe and productive learning and working environment. Wiregrass administration encourages anyone experiencing discrimination, harassment, domestic and dating violence, sexual assault, and/or stalking to report the behavior. This ensures the victim receives the support needed in a timely manner, and college administration may respond appropriately.

By virtue of employment with the State of Georgia, all Wiregrass employees are considered mandatory reporters. This means employees must notify the appropriate college official when made aware of claims of harassment, discrimination, and/or retaliation. For purposes of this procedure, college administration considers all reports of misconduct as notice, regardless of transmission method used. At a minimum, college officials are obligated to investigate said reports. This does include claims pertaining to Title IX, Sexual Harassment and Discrimination, Sexual Misconduct, Stalking and/or Domestic Violence regardless of sensitivity of information. In cases that involve minors, employees must report the information to the President of the College who is then mandated to make report using the appropriate DFCS portal. *Reports can be made directly to DFCS **in addition** to being made to the President. While anonymity cannot be assured, the Title IX Coordinator for the college will review any requests and provide such to the fullest extent possible.

All members of the College's Campus Equity and Compliance Team are required to complete annual training on Title IX, Sexual Harassment Prevention, and Equity. The team chair along with members of the college's [WeCare Team](#) are required to host mandatory annual training for all employees that includes these topics as well as local reporting procedures. These training materials along with other helpful resources can be found on the college's [Campus Equity and Compliance](#) webpage. Information can also be obtained by contacting:

Shalonda J. Sanders

Vice President for Human Resources and Operations

Title IX Coordinator | Chief Diversity Officer

Valdosta Campus | Cox Hall | Room 547

4089 Val Tech Road | Valdosta, GA 31602

229.333.5356(o) | 229.249.2666(f) | campusequityandcompliance@wiregrass.edu

Video Chat: <https://wiregrass.webex.com/meet/shalonda.sanders>



COMMISSIONER'S STATEMENT PROHIBITING UNLAWFUL HARASSMENT

The Technical College System of Georgia is committed to providing all employees a work environment conducive to personal and professional satisfaction, while at the same time achieving the goals and mission of the Agency. TCSG wishes to provide all employees with a clear understanding of unlawful harassment and its adverse impact upon the working relationships within this Agency and with any outside parties with whom TCSG conducts business.

Unlawful harassment includes verbal, electronic, written, or physical conduct that disparages or shows hostility or aversion toward an individual based on race, color, religion, gender, national origin, age, or disability. Sexual harassment includes, but is not limited to, unwelcome sexual references, allusions, jokes, advances, requests for sexual favors, and any verbal, written, electronic, or physical conduct or interactions of a sexual nature as defined in TCSG Procedure: 4.3.lp. [III.A.1.] Unlawful Discrimination, Harassment and Retaliation in Employment.

All employees are hereby forewarned that unlawful harassment and unlawful retaliation by an employee or individual conducting business with TCSG is strictly prohibited and is a basis for disciplinary action up to and including termination.

Employees shall report all events of unlawful harassment/retaliation or other possible policy violations within the chain of command, or he/she may bypass the normal chain of command and report an allegation/suspicion directly to the Human Resources Director at (404)327-6927, the Director, Legal Services (404)327-6833, The Commissioner's Office at (404)679-1601, or the Deputy Commissioner's Office at (404)679-1607. We appreciate your support in promoting a work environment free of unlawful harassment or other similarity inappropriate conduct.

A handwritten signature in black ink, appearing to read "Gregory C. Dozier".

Gregory C. Dozier
Commissioner