

## **Usage for Statement of Equal Opportunity**

Revised August 2023

The Technical College System of Georgia and its associated colleges are subject to the rules and regulations of the U.S. Department of Education's Office of Civil Rights. These rules require wide distribution of the Equal Opportunity Policy. As such, it is imperative that all publications, marketing material, and advertising used to promote the technical college system, or any individual college comply with the following guidelines for using disclaimer statements.

For all statements, use a font and font size that are easily readable.

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### **A. For all college catalogs, student handbooks, and employee handbooks, the following statement must be included:**

*The Technical College System of Georgia and its constituent Technical Colleges do not discriminate on the basis of race, color, creed or religion, national or ethnic origin, sex (including pregnancy, sexual orientation, and gender identity), 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.*

*The Technical College System and Technical Colleges shall promote the realization of equal opportunity through a positive continuing program of specific practices designed to ensure the full realization of equal opportunity. The following person has been designated to manage inquiries regarding the nondiscrimination policies:*

**This statement must be followed by contact information for each school's Title IX and Section 504 coordinator(s). Contact information includes name,<sup>1</sup> title, email address, office address and phone number.**

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### **B. For all other printed material such as newsletters, magazines, website and electronic publications, written materials distributed to students, notices posted on campus, and local newspapers, and other materials (particularly those related to student recruitment and employment), this abbreviated statement may be used:**

*As set forth in its student catalog, (name of college) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, creed or religion, national or ethnic origin, sex (including pregnancy, sexual orientation, and gender identity), 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). The*

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<sup>1</sup> The name may be omitted in publications that are not often printed such as the college catalog. However, items that are easily changed such as the website and on-line handbooks should always include the name of the coordinators.

*following person(s) has been designated to manage inquiries regarding the non-discrimination policies:*

**This statement must be followed by contact information for each school's *Title IX* and *Section 504* coordinator(s). Contact information includes name or title, office address, email address and phone number.**

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**C. If there is not enough space in the publication resulting in an exceedingly small font, please use this abbreviated statement, which will keep us in compliance with OCR regulations:**

*(Name of college) does not discriminate on the basis of race, color, creed or religion, military status, national or ethnic origin, sex, age, or disability.*

**This statement must be followed by contact information for each school's *Title IX* coordinator and the *Section 504* coordinator. Contact information includes name, title, office address, email address and phone number.**

**In certain extremely limited circumstances, a print advertisement might state only "Equal Opportunity Institution." However, this should only be used in situations where space is extremely limited/expensive, such as a newspaper classified advertisement.**

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**D. Small Format Advertising (outdoor, radio, and TV): If the size or length of the advertising medium does not allow room for either of the above statements without accruing substantial additional cost, the following statement can be used. However, this shortened statement should be used sparingly if ever:**

*Equal Opportunity Institution*

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### **E. Annual Notification**

Every fall prior to the beginning of Fall Semester, each college must run a notice in the local newspaper(s) stating that the college does not discriminate on the basis of race, color, national origin, sex, disability, or age; provide a brief summary of the college's educational offerings; describe admission criteria and include the name, address, and phone number of the Title IX and Section 504 coordinator(s).

All colleges should have a link to their website (e.g., website listed and QR code) with a webpage detailing all Career and Technical Education ("CTE") Program offerings. This page must contain a summary of each of these programs and your admissions criteria. For example, "*(Name of college) invites students who earn a prerequisite GPA of 3.0 or higher to apply for (name of program). As an Equal Opportunity Institution, (name of college) does not discriminate on the basis of race, color, creed or religion, national or ethnic origin, sex (including pregnancy, sexual orientation, and gender identity), 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). Lack of English language skills will not be a barrier to admission in any CTE Program.*"

The following is a sample Annual Notification:

**[Technical College]** is an equal opportunity, employer and offers the following career and technical education programs for all regardless of race, color, creed or

religion, national or ethnic origin, sex (including pregnancy, sexual orientation, and gender identity), 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).

***[List of programs, can be list of general categories such as nursing, information technology, etc., then you can add detail to a separate page or link to page on the website]***

Persons seeking further information concerning the career and technical education offerings and specific prerequisite criteria for admission to these programs should contact:

***[Technical College admissions office contact information]***

***[Technical College]*** offers additional services to students with limited English language skills or with disabilities so that they may benefit from these programs. Lack of English language skills will not be a barrier to admissions in any CTE Program. For additional information regarding these services, your rights, grievance procedures, or the College's nondiscrimination policies please contact:

**This statement must be followed by contact information for each school's *Title IX* and *Section 504* coordinator(s). Contact information includes name, title, email address, office address and phone number.**

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Please contact your college's *Title IX* coordinator, *Section 504* coordinator, Kim Ellis ([kellis@tcs.edu](mailto:kellis@tcs.edu)), or Christine Green ([cgreen@tcs.edu](mailto:cgreen@tcs.edu)) if you have questions or need clarification.