

# WKGC Diversity Statement & Policy

WKGC is licensed to Gulf Coast State College which is an equal opportunity employer committed to excellence through diversity. Gulf Coast State College does not discriminate against any person in its programs, activities, policies or procedures on the basis of race, ethnicity, color, national origin, marital status, religion, age, gender, sex, pregnancy, sexual orientation, gender identity, genetic information, disability, or veterans status.

Gulf Coast State College is committed to an environment that embraces diversity, respects the rights of all individuals, is open and accessible, and is free of harassment and discrimination based on, but not limited to, ethnicity, race, creed, color, religion, age, disability, sex (including pregnancy, gender identity and sexual orientation), marital status, national origin, political opinions or affiliations, veteran status, and genetic information. The college does not discriminate in its programs and activities, including employment and admissions.

In particular, Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681) is an all-encompassing federal law that prohibits discrimination based on the sex of students, employees, and third parties when appropriate, of educational institutions which receive federal financial assistance. Sexual harassment of students, which includes acts of sexual violence, is a form of sex discrimination prohibited by Title IX. Gulf Coast State College complies with all aspects of this and other federal and state laws regarding non-discrimination.

Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employers' acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of applicants, employees, or their family members; the manifestation of diseases or disorders in family members (family medical history); and requests for or receipt of genetic services by applicants, employees, or their family members.

Gulf Coast State College's Manual of Policy 6.098 Non-Discrimination, Harassment and Sexual Misconduct and Internal Management Memoranda 6.098 Non-Discrimination, Harassment, and Sexual Misconduct Reporting Procedures (Procedure) define our policy prohibiting discrimination and harassment and the grievance procedures for such complaints.

Anyone with questions about compliance or a complaint regarding harassment or discrimination, including sexual harassment and sexual violence as a violation of Title IX, should contact the college's Equity and Title IX Coordinator using the following contact information

Lisa Reed, Equity and Title IX Coordinator  
5230 West U.S. Highway 98, Human Resource Building, Room 105, Panama City, FL 32401  
850-872-3866  
[lreed@gulfcoast.edu](mailto:lreed@gulfcoast.edu)