



## **Nondiscrimination policy**

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### **1. Purpose:**

The purpose of the Intermountain Weatherization Training Center (IWTC) Nondiscrimination Policy is to create an environment that is supportive of the IWTC objectives, partners, students and employees by striving to create and maintain an environment in which people are treated with dignity, decency and respect. Maintaining an environment free from discrimination and harassment is important for all students and staff members. The environment at the IWTC should be characterized by mutual trust and the absence of intimidation, oppression and exploitation. Staff members and students should be able to work and learn in a safe yet stimulating atmosphere. The accomplishment of this goal is essential to the mission of the IWTC and the IWTC is committed to this objective through enforcement of this policy and through awareness of staff members and students. The IWTC seeks to prevent, correct and discipline behavior that violates this policy.

### **2. Included in this policy by reference:**

- 2.1. Utah Code Annotated, Section 34A-5-106 Utah Anti-discrimination Act.**
- 2.2. State of Utah DHRM R477-15 Workplace Harassment Prevention Policy.**
- 2.3. Titles IV, VI and VII of the 1964 Civil Rights Act.**
- 2.4. Title IX of the Education Amendments of 1972.**
- 2.5. Utah Code Annotated Section 63G-2, Government Records Access and Management Act (GRAMA)**

### **3. Policy:**

- 3.1. The Intermountain Weatherization Training Center admits students of any race, religion, national origin, color, gender, age, disability, or other legally protected category to all the rights, privileges, programs, and activities generally accorded or made available to students at the IWTC and the IWTC does not discriminate on the basis of race, religion, national origin, color, gender, age, disability, or other legally protected category in administration of its educational policies, admission policies, and training activities.
- 3.2. No individual may engage in conduct that constitutes unlawful harassment or discrimination as defined under applicable law or policy. This prohibition pertains to, but is not limited to, any illegal or unwelcome act or omission that is based on race, religion, national origin, color, gender, age, disability, or other legally protected category. It also pertains to conduct in violation of other applicable state or federal law, or regulation, or internal policy.
- 3.3. Violators shall be subject to disciplinary action and/or referral for criminal prosecution where appropriate. The nature of any disciplinary action shall be determined by the Training Center Director, WAP Program Manager and/or the DHCD Division Director.



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- 3.4. Any IWTC staff member who knows of, or has reason to believe that any discrimination or harassment which violates this policy has occurred shall immediately report it to one or all of the following individuals, the IWTC Training Director, WAP Program Manager, DHCD Division Director.
- 3.5. Any IWTC student who knows of, or has reason to believe that any discrimination or harassment which violates this policy has occurred should immediately report the incident to an IWTC staff member or the Training Director, either orally or in writing on the IWTC Complaint, Dispute and Grievance form, which can be obtained from any IWTC staff member.