

**GIVE IT.  
GET IT.**

# EXPECT Respect

## EQUAL EDUCATION & EMPLOYMENT OPPORTUNITY

It is the policy of St. Cloud Technical & Community College to prohibit discrimination and ensure equal opportunities in its educational programs, activities, and all aspects of employment for all individuals regardless of race, color, creed, gender (including pregnancy), religion, national origin, veteran status, marital status, sexual orientation/affectational preference, age, mental or physical disability, status with regard to public assistance, or inclusion in any group or class against which discrimination is prohibited by federal, state, or local laws and regulations. Further, the college will not tolerate acts of sexual harassment/assault within its area of jurisdiction.

## CIVIL RIGHTS

St. Cloud Technical & Community College will continue to remain in full compliance with: Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 and the 1992 Crime Bill.



MINNESOTA STATE

St. Cloud Technical & Community College,  
A member of Minnesota State

SCTCC is a member of Minnesota State and accredited by the Higher Learning Commission.  
ADA Accessible Facility. Affirmative Action/Equal Opportunity Education and Employer.

To receive this document in an alternate format, email [marketing@sctcc.edu](mailto:marketing@sctcc.edu)

To report instances of discrimination, harassment, or sexual misconduct, contact one of these designated officers:

### DISCRIMINATION, HARASSMENT, & SEXUAL MISCONDUCT

#### **Dr. Andrew Pflipsen**

*Vice President of Student Affairs*  
Title IX Coordinator  
[andrew.pflipsen@sctcc.edu](mailto:andrew.pflipsen@sctcc.edu)  
320-308-5580

### SEXUAL MISCONDUCT

#### **Carol Brewer**

*Director of Safety & Security*  
Title IX Deputy Coordinator  
[carol.brewer@sctcc.edu](mailto:carol.brewer@sctcc.edu)  
320-308-6158

### STUDENT ADVOCATE

#### **Debra Leigh**

*Vice President for Cultural Fluency, Equity, & Inclusion*  
[debra.leigh@sctcc.edu](mailto:debra.leigh@sctcc.edu)  
320-308-5998

### EMPLOYEE OFFICER

#### **Kari Matson**

*Vice President of Human Resources*  
[kari.matson@sctcc.edu](mailto:kari.matson@sctcc.edu)  
320-308-3227

Inquiries about services offered under Section 504 of the Rehabilitation Act or the Americans with Disabilities Act, contact:

### STUDENT ACCESSIBILITY SERVICES

#### **Avery Cook**

*Accessibility Services Coordinator*  
[acc@sctcc.edu](mailto:acc@sctcc.edu)  
320-308-5064  
TTY: 320-308-5988  
Office: Northway 1-454