

# HANDBOOK NOTICE OF EQUAL OPPORTUNITY EMPLOYER/PROGRAM

## Nondiscrimination Statement

College of the Mainland is an equal opportunity/affirmative action educational institution and employer. Students, faculty, and staff members are selected without regard to race, creed, color, national origin, citizenship status, age, disability, pregnancy, religion, gender, sexual orientation, gender expression or identity, genetic information, marital status, political affiliation or belief, status as a beneficiary of programs financially assisted under Title I, Workforce Innovation and Opportunity Act (WIOA) on the basis of citizenship/status as a lawfully admitted immigrant authorized to work in the United States, status as a participant in any WIOA Title I financially assisted program or activity, or veteran status in accordance with applicable federal and state laws.

Auxiliary aids and services are available upon request to individuals with disabilities. Relay Texas Numbers: 1-800-735- 2989 (TDD) 1-800-735-2988 (Voice) or 711.

College of the Mainland does not discriminate in its education programs and activities on the basis of sex. Inquiries concerning the application of Title IX of the Education Amendments of 1972, as amended, may be referred to the College's Title IX Coordinator or the U.S. Department of Education's Office of Civil Rights. The College District designates the following person to coordinate its efforts to comply with Title IX of the Education Amendments: Teclesha Blanchard, Title IX Coordinator, TitleIX@com.edu, 1200 Amburn Road, Texas City, Texas 77591, 409-933-8529.

To ensure compliance with Title IX and other federal and state civil rights laws, COM has developed policies and procedures that prohibit discrimination in all of its forms. More information on these policies and programs follows in this Handbook and is available on COM's website, [www.com.edu](https://www.com.edu) (<https://www.com.edu/>).

## Sexual Misconduct Information and Reporting

Any student who believes that he or she has experienced or that another student has experienced sexual harassment, sexual assault, dating violence, stalking, or other inappropriate conduct of a sexual or gender-based nature should immediately report the alleged acts to the Title IX Coordinator, another employee, or submit a report electronically.

The Title IX Coordinator is Teclesha Blanchard. She can be contacted by telephone at (409) 933-8529 or via email at [titleix@com.edu](mailto:titleix@com.edu) ([https://cm.maxient.com/reportingform.php?CollegeoftheMainland&layout\\_id=30](https://cm.maxient.com/reportingform.php?CollegeoftheMainland&layout_id=30)).

To file a complaint electronically follow this link: <https://tinyurl.com/mr4797az>. This should go after the tiny URL: : More information on Title IX is provided elsewhere in this Handbook and on the COM website.

Title IX Know Your Rights: [www.com.edu/titleix](http://www.com.edu/titleix)

FFDA Policy: Freedom from Discrimination,

## Harassment, and Retaliation: Sex and Sexual Violence

If you believe you or anyone else is in immediate risk to health or safety, call 911 or the COM Police Department at 409-933-8599

## Student Intellectual Property Statement

Students are encouraged to publish, copyright, invent, and/or patent materials and objects of their own creation, which will contribute to the advancement of knowledge. If using College facilities or resources, students are subject to COM's CT (Local) policy on student intellectual property, which governs ownership and use of these creations