

# Non-Discrimination at Pine Technical College



**Pine Technical College will not tolerate discrimination on the basis of protected class categories in accordance with all state and federal equal opportunity/affirmative action laws, directives, orders and regulations.**

## Employee Discrimination/Harassment, Violence and Accommodation Requests

**Penny Hudlow**, Director of Human Resources  
Administration Room 41  
320-629-5115 or [hudlowp@pinetech.edu](mailto:hudlowp@pinetech.edu)

## Student Discrimination/Harassment or Violence

**Nancy Mach**, Dean of Student Affairs  
Student Services Room 35  
320-629-5173 or [machn@pinetech.edu](mailto:machn@pinetech.edu)

## Student Accommodation Requests

**Gloria Baker**, Director of Disability Services  
Student Services Room 33  
320-629-5174 or [bakerg@pinetech.edu](mailto:bakerg@pinetech.edu)

Minnesota State Colleges and Universities (MnSCU) is committed to a policy of nondiscrimination in employment and education opportunity. No person shall be discriminated against in the terms and conditions of employment, personnel practices or access to and participation in programs, services and activities with regard to race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance or sexual orientation. In addition, discrimination in employment based on membership or activity in a local commission as defined by law is prohibited.

This policy is directed at verbal or physical conduct that constitutes discrimination/harassment under state and federal law and is not directed at the content of speech. In cases in which verbal statements and other forms of expression are involved, Minnesota State Colleges and Universities will give due consideration to an individual's constitutionally protected right to free speech and academic freedom. However, discrimination and harassment are not within the protections of free speech or academic freedom.

The complete policies regarding Non-Discrimination and the Procedure for reporting may be found on the Pine Technical College website, <http://www.pinetech.edu/about-ptc/campus-policies>.

### 1B.1 — Nondiscrimination in Employment and Education Opportunity

- <http://www.mnscu.edu/board/policy/1b-01.pdf>

#### 1B.1.1 — (Procedure) Report/Complaint of Discrimination/Harassment Investigation and Resolution

- <http://www.mnscu.edu/board/procedure/1b-01p1.pdf>

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A MEMBER OF THE  
MINNESOTA STATE COLLEGES  
AND UNIVERSITIES SYSTEM