

## **NONDISCRIMINATION POLICY (Title IX)**

Nazarene Bible College subscribes to the principles and laws of the State of Colorado and the federal government pertaining to civil rights and equal opportunity, including Title IX of the Education Amendment of 1972. Nazarene Bible College policy prohibits discrimination on the basis of race, sex, religion, age, color, national or ethnic origin, marital status, or handicap in recruitment and admission of students, employment, scholarship and loan programs, and in the operation of all college-administered programs, activities, and services.

The college has designated the Vice President for Finance as the Title IX Coordinator. The Title IX Coordinator is to ensure the College's compliance with Title IX of the Education Amendments of 1972. The Title IX Coordinator is to oversee the College's response to Title IX reports and complaints and identify and address any patterns or systemic problems revealed by such reports and complaints. The Title IX Coordinator must be informed of all reports and complaints raising Title IX issues, even if the report or complaint was initially filed with another individual or office. In addition, the Title IX Coordinator is to conduct annual climate assessments for students and employees. Any questions concerning Title IX can be referred to the Title IX Coordinator or the Office for Civil Rights:

**NBC's Title IX Coordinator**  
**VP for Finance**  
**Shirley Cadle**  
**719-884-5021**  
**SACadle@nbc.edu**

**Office for Civil Rights**  
**U.S. Department of Health and Human**  
**Services**  
**(800) 368-1019**  
**OCRPrivacy@hhs.gov**

Evidence of practices inconsistent with the college's non-discrimination policy should be reported in writing to the Title IX coordinator who will evaluate the inconsistencies and take appropriate action. Should the complainant be dissatisfied with the resolution of the matter as determined by the Title IX coordinator, the complainant may submit a written report to the President's Cabinet. The decision of the President's Cabinet in the matter shall be final.