

NOTICE OF NONDISCRIMINATION

The College shall practice no discrimination on the basis of race, color, religion, gender, gender identity or expression, national origin (ancestry), military status (past, present or future), disability, age (40 years or older), status as a parent during pregnancy and immediately after the birth of a child, status as a parent of a young child, status as a nursing mother, status as a foster parent, genetic information, or sexual orientation, as those terms are defined in Ohio law, federal law, and Executive Orders issued by the Governor for the State of Ohio in providing educational programs and activities, or work opportunities. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Keith Brown- Lead Title IX Coordinator

(440) 366-7692
College Center 209
kbrown@lorainccc.edu

Timothy Hess- Title IX Coordinator

(440) 366-7571
College Center 209
thess@lorainccc.edu

For further information on notice of non-discrimination, visit the Ohio Department of Education (<https://www2.ed.gov/about/offices/list/ocr/docs/nondisc.html>) for the address and phone number of the office that serves your area.

Excused Absences for Religious Holidays and Observances

Under the Testing Your Faith Act (<https://www.lorainccc.edu/policies/excused-absences-for-religious-holidays-and-observances/>) adopted by the State of Ohio, students may have up to three excused absences each semester from their courses to observe religious holidays in accordance with their spiritual beliefs. All LCCC instructors must provide alternative accommodations for examinations or other academic requirements as a result of one of these excused absences. To be eligible for an excused absence and to receive alternative accommodations in their courses, students must provide their instructors with written notice of the specific dates for which they are requesting alternative accommodations no later than fourteen days after the first day of instruction for their courses. Any alternative accommodation offered by an instructor must not have a detrimental impact on a student's ability to complete their course requirements. Under the Testing Your Faith Act, instructors must accept without question the sincerity of a student's religious or spiritual beliefs, and all requests shall be kept confidential.

If you would like further information about this policy or if you would like to initiate a grievance (<https://www.lorainccc.edu/policies/campus-policies/student-grievance-procedure/>) because you believe your rights have been denied under the Testing Your Faith Act, please contact LCCC Student Services Navigator Kionna McIntosh-Pharms by phone at (440) 366-7690 (w) or (440) 610-9802 (c) or by email at kmcintosh@lorainccc.edu.

Pregnant and Parenting Students

If you are pregnant while attending LCCC, you can access accommodations designed to help you continue in your courses.

Upon disclosing your pregnancy to us, our team will work with you to coordinate accommodations and share more information with you about your rights as a pregnant student.

While pregnancy is a personal and private matter, students are strongly encouraged to share this information with LCCC so we can be of assistance during your enrollment with us. The Pregnant and Parenting Students page (<https://www.lorainccc.edu/support-services/resources-for-pregnant-or-parenting-students/>) or tix@lorainccc.edu can be used to reach out to our Title IX Coordinator and Accessibility Services, which are the two areas that will work together to help you access accommodations and resources for pregnant and parenting students.