

# Equal Opportunity

Muskegon Community College is an equal opportunity employer. MCC does not discriminate on the basis of race, color, religion, sex, national origin, marital status, sexual orientation, gender identity, transgender status, political persuasion, disability, height, weight, veteran status, age or any other protected class in any of its educational programs, activities or employment. Minorities, women, veterans, and the physically challenged are encouraged to apply. Anyone with a disability will be reasonably accommodated by the College. If you have a disability and need an accommodation or assistance in applying for this position, please contact the Human Resources Office.

This catalog is for informational purposes only and is not to be considered a binding contract between Muskegon Community College and individual students.

The information in this catalog was accurate as of February 2025 and is subject to change without notice. This publication - which details policies, procedures, rights, responsibilities, programs, and course descriptions - is intended to be used along with MyMCC and the schedule that is published each semester to provide current information on registration and course offerings.

## Equal Opportunity, Harassment, and Nondiscrimination for All Faculty, Students, Employees, and Third-Parties

### Commitment to Our Campus Community

Muskegon Community College (MCC) is committed to developing and sustaining a healthy learning and working environment that recognizes the value of each individual. MCC advances a safe, pleasant and respectful culture for all, free from prohibited discrimination and harassment.

### EEO Statement

It is the policy of Muskegon Community College to provide equal opportunities and not discriminate in enrollment, education, employment, public accommodations, activities, or services, and the College prohibits discrimination based on the basis of age, citizenship, color, disability, ethnicity, gender identity or expression, genetic information, height, marital status, national origin, political persuasion, race, religion, sex (including the condition of pregnancy), sexual orientation, veteran status, weight, or other legally protected categories.

Title IX Coordinator and Deputy Coordinators

Ken James, Chief Compliance/Title IX Officer 231-777-0617, Room 2109F

Jason Cooper, Dean of College Services and Athletics

231-777-0690, Room HWC 124A

Donielle Nichols, Director of Human Resources

231-777-0698, Room 2109N

Dr. Patti D'Avignon, Dean of Student Services

231-777-0341, Room 1055B

Kristine Anderson, Chief Human Resources Officer

231-777-0447, Room 2109M

Tonette Brown-Garner, Evening College Services Coordinator

231-777-0654, Room 1353

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### Classroom Speech and Content

MCC's sexual harassment policies do not prohibit instructors from bringing relevant sexual content into their courses. It is understood that the academic setting is distinct from the typical workplace in that latitude is required in determining the appropriate content of academic material. However, speech that is not necessary to teach the material, or is objectively offensive and severe or pervasive is prohibited by College Policy and may lead to discipline.

### Amnesty to MCC Student Code of Conduct to Encourage Reporting

Students who in good faith report incidents of sexual assault or other sexual violence may be granted immunity for drug and alcohol use violations provided that such violations did not or do not place the health or safety of any other person at risk. The College, may, however, initiate an educational program or discussion with the individual regarding alcohol or drug use.