

## Human Rights and Non-Discrimination Policy

Wallace Community College is committed to equal opportunity education. The College is guided in philosophy and practice by the principle that individuals shall not be discriminated against on the basis of any impermissible criterion or characteristic including, but not limited to race, creed, religion, color, age, national origin, disability, marital status, sex (including pregnancy, sexual orientation, and gender identity), or any other protected class as defined by federal and state law. Legitimate and reasonable access to facilities is available to all. This principle particularly applies to the admission of students in all programs of the College and in their academic pursuits. It is also applicable in extracurricular activities, all student services, employment of students by the College, and employment of instructors and non-instructional personnel. Therefore, Wallace Community College is in compliance with *Title VI and VII of the Civil Rights Act of 1964*, as amended; the *Civil Rights Act of 1991*; *Executive Order 11246*, as amended; *Title IX of the Education Amendments of 1972*, as amended; *Section 504 of the Rehabilitation Act*; and *The Americans with Disabilities Act of 1990*. Wallace Community College is an Affirmative Action, Equal Employment and Educational Opportunity Institution.

*Title IX of the Education Amendments of 1972*, as amended, prohibits discrimination on the basis of sex. Sexual harassment is a form of discrimination that is illegal under *Title VII of the Civil Rights Act of 1964*, as amended for employees and under *Title IX of the Education Amendments of 1972*, as amended, for students. Each campus of Wallace Community College has trained Compliance Coordinators.

Questions or complaints regarding other civil rights and Title IX may be referred to the following Title IX Officers or entity:

### Other Civil Rights and Title IX Coordinator

#### Employee Contact

Ms. Keyashia Sheppard  
Wallace Community College  
1141 Wallace Drive  
Dothan, AL 36303  
Phone: 334-556-2519  
Email: [ksheppard@wallace.edu](mailto:ksheppard@wallace.edu)

#### Students Contact

Ms. Shaletha Barnes-Blackmon  
Wallace Community College  
1141 Wallace Drive  
Dothan, AL 36303  
Phone: 334-556-2414  
Email: [sblackmon@wallace.edu](mailto:sblackmon@wallace.edu)

**Office of Civil Right for Alabama**

Office of Civil Rights, Atlanta Office  
U.S. Department of Education  
61 Forsyth Street S.W., Suite 19T10  
Atlanta, GA 30303-8927  
Telephone: (404) 974-9406  
Facsimile (Fax): (404) 974-9471  
[OCR.Atlanta@ed.gov](mailto:OCR.Atlanta@ed.gov)

*Section 504 of the Rehabilitation Act of 1973, as amended, prohibits discrimination on the basis of disabilities.*

**Section 504 Compliance Coordinator**

Mr. Ryan Spry  
Director, Student and Campus Services  
Wallace Campus, Grimsley Hall, Room 119  
(334) 556-2616  
[rspry@wallace.edu](mailto:rspry@wallace.edu)

*The Americans with Disabilities Act of 1990 (ADA) provides that no otherwise qualified person shall be discriminated against in the provision of an educational service or benefit on the basis of disability. Wallace Community College endeavors to provide reasonable accommodations to qualified students with disabilities. Students needing disability services or information should contact the appropriate Compliance Coordinator on the appropriate campus or site.*

**Americans with Disabilities Act Compliance Coordinators**

Ms. Terri Ricks  
Coordinator of Student Services  
Sparks Campus, Administration Bldg. Room A11  
(334) 687-3543, Ext.4270  
[tricks@wallace.edu](mailto:tricks@wallace.edu)

Mr. Ryan Spry  
Director, Student and Campus Services  
Wallace Campus, Grimsley Hall, Room 119  
(334) 556-2616  
[rspry@wallace.edu](mailto:rspry@wallace.edu)