

210 NON-DISCRIMINATION POLICY

Reference: Title IX of the federal Education Amendments of 1972
Section 504 of the Rehabilitation Act of 1973
Americans with Disabilities Act of 1990

Shepherds Theological Seminary is a Christ-centered, biblically-based institution of higher education committed to the belief that all human beings are created in the image of God, and as such deplors any discrimination of individuals based on race, color, national origin, sex, socio-economic status, age, military service, disability, or cultural differences. The seminary will maintain a discrimination-free environment; will practice policies and practices that are communicated by all means specified by regulatory bodies; and will endeavor to identify and resolve grievances that may arise. STS will also maintain an appointed Coordinator responsible for ensuring regulations and practices are prepared, approved, and published that are consistent with the Seminary's Doctrinal Statements as well as Federal and State regulations. As a religious institution, STS maintains an exemption from certain provisions that are in direct conflict with its published Doctrinal Statements. *Gen 1:26-27; Phil 2:3-4*

Procedures:

1. The Academic Dean of the Seminary is responsible for ensuring the necessary policies, programs, practices, and personnel are maintained for a discrimination-free environment; for communicating the status and needs to the Board; and for serving as a personal example to the seminary.
2. The Academic Dean will appoint responsibility for program planning and coordination to specific seminary offices and positions.
 - a. Title IX Coordinator to develop, coordinate and report programs in support of Title IX of the federal Education Amendments of 1972:

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activities operated by recipients of Federal Financial assistance."

- b. Registrar to develop, coordinate and report programs in support of Responsibility for Section 504 of the Rehabilitation Act of 1973:

"No otherwise qualified individual with a disability in the United States . . . shall, solely by reason of her or his disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance from the US Department of Education. .

- a. Registrar to develop, coordinate and report programs in support of Americans with Disabilities Act of 1990:

"The ADA is a civil rights law that prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and all public and private places that are open to the general public."

3. The Academic Dean of the Seminary is responsible for ensuring that a Non-Discrimination Statement is drafted according to all legal requirements. This Non-Discrimination Statement will apply to all board members, faculty, staff, enrolled students, applicants for admission and/or employment, who associate with the seminary either on the main campus in Cary, NC, or at designated teaching sites

- a. The Full Statement will be widely distributed, including student application forms; employment application forms; student Grant in Aid application form; STS academic catalog; STS website; student lounge bulletin board.

“In compliance with federal law, including the Provision of Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and American for Disabilities Act of 1990, Shepherds Theological Seminary does not illegally discriminate against persons on the basis of race, religion, sex, color, national or ethnic origin, age, disability, or military service in the administration of educational policies, programs, or activities, its admissions policies, scholarship and loan programs, or other Seminary administered programs, or employment. The school maintains its Christ-centered, biblically-based Christian character, but does not discriminate on the basis of religion, except to the extent that applicable law respects its right to act in furtherance of its religious objective. Questions regarding Shepherd's non-discrimination policy and its compliance with Title IX regulations may be directed to Pam Gerace, Title IX Coordinator: 6051 Tryon Rd., Cary NC; titleix@shepherds.edu; 919-573-5350”

- b. The Modified Statement will be placed on all marketing brochures used for recruiting purposes.

“Shepherds Theological Seminary prohibits unlawful discrimination on the basis of race, color, national origin, gender, age, disability, or status as a veteran or disabled veteran. STS maintains its Christ-centered, biblically-based Christian character, but does not discriminate on the basis of religion except to the extent that applicable law respects its right to act in furtherance of its religious objective. Questions regarding Shepherd's non-discrimination policy and its compliance with Title IX regulations may be directed to Pam Gerace, Title IX Coordinator: 6051 Tryon Rd., Cary NC; titleix@shepherds.edu; 919-573-5350

4. STS will establish policies and procedures to promptly and fairly resolve grievances that may arise due to discrimination. These are the published policies

- a. #204 – Employee Grievance Resolution Policy
- b. #211 - Sexual Misconduct Policy (Title IX)
- c. #406 – Student Grievance Resolution Policy