



Board of Directors
Business Session

November 16, 2017

#thinkPCCfirst

Portland Community College Board of Directors

Vision

Building futures for our Students and Communities

Mission

Portland Community College supports student success by delivering access to quality education while advancing economic development and promoting sustainability in a collaborative culture of diversity, equity and inclusion.

Core Themes

- Access and Student Success
- Economic Development and Sustainability
- Quality Education
- Diversity, Equity and Inclusion

Approved January 21, 2016

Who We Are

Portland Community College is a public, multi-campus, comprehensive community college serving the lifelong learning needs of our students. We offer college transfer programs; career and technical education programs; adult basic skills; opportunities to develop English as a second language; high school completion and dual credit; community and continuing education programs; and service-learning opportunities that foster the development of civic responsibility and engagement. Through extensive partnerships with business, industry, labor, educational institutions and the public sector, we provide training and learning opportunities for the local and state workforce and promote economic and community development.

We Value

- Effective teaching and student development programs that prepare students for their roles as citizens in a democratic society in a rapidly changing global economy
- An environment that is committed to diversity as well as the dignity and worth of the individual
- Leadership through innovation, continuous improvement, efficiency, and sustainability
- Leadership through the effective use of technology in learning and all College operations
- Being a responsible member of the communities we serve by actively participating in their development
- Quality, lifelong learning experiences that helps students to achieve their personal and professional goals
- Continuous professional and personal growth of our employees and students including an emphasis on fit and healthy lifestyles that decrease disease and disability
- Academic Freedom and Responsibility - creating a safe environment where competing beliefs and ideas can be openly discussed and debated
- Collaboration predicated upon a foundation of mutual trust and support
- An agile learning environment that is responsive to the changing educational needs of our students and the communities we serve – making students marketable for jobs in the future and promoting economic development
- The public's trust by effective and ethical use of public and private resources

BOARD OF DIRECTORS
Portland Community College
PO BOX 19000, Portland, Oregon 97280

BUSINESS SESSION
November 16, 2017
Willow Creek Center
241 SW Edgeway Drive, Beaverton, OR 97006

AGENDA

- 3:00 PM **Optional Tour**
- 4:00 PM **Work Session** **WCC 108**
- Information Technology Update—Michael Northover (15 minutes)
 - Oregon Community College Association Update—Denise Frisbee (15 minutes)
 - Annual Strategic Calendar Review—Board Members (30 minutes)
 - Board Goal: Support Implementation of the Strategic Enrollment Plan and the Achieving The Dream Initiative (30 minutes)
- 5:30 PM **Executive Session**
In accordance with ORS 192.660 (2), in accordance with ORS 192.660 (2), (e) Real Property Transactions, (f) Information Exempt from Public Disclosure (Attorney-Client Privilege) and (h) Litigation
- 6:00 PM **Call to Order** **WCC 103/104**
- Introductions
 - Approval of Agenda
 - Approval of Minutes—October 19, 2017
- 6:05 PM **Recognitions**
- Bob Walsh, Community Leader
- 6:10 PM **Information Sessions**
- Willow Creek Update—Marc Goldberg and Ken Dodge (10 minutes)
 - Employer Partner Awards—Marc Goldberg, Kate Chester and Justina Williamson (5 minutes)
 - Bond Remarks—Kali Thorne-Ladd and Denise Frisbee (5 minutes)
- 6:30 PM **Public Comment on Agenda Items** (A sign-up sheet is on a table at the entrance of the meeting room.)
- 6:35 PM **Business Session**

Consent Agenda: (All items will be approved by consent agenda unless an item is withdrawn by request of a member of the Board. A separate motion will then be required to take action on the item in question.)

	<u>PERSONNEL</u>	<u>Page</u>
18-062	Approval of Personnel Actions–October 19, 2017	163
	Academic Professional Appointments:	
	Joshua Bouchard, Academic Advising Specialist, Office of the Dean of Student Development, Southeast/Extended Learning Campus	
	Marta Hoenig, Learning Skills Specialist, Office of the Dean of Instruction, Southeast/Extended Learning Campus (NonGeneral Fund)	
	Administrative Appointments:	
	Ryan Aiello, Dean of Student Development, Office of the Campus President	
	Christopher Holden, OMIC Training Center Director, Workforce and Community Development	
	Karen Paez, Dean of Instruction, Office of the Campus President	
	Neely Wiek, Continuing Education Operations Manager, Workforce and Community Development	
	Retirees:	
18-063	Commendation of Retiring Employee – Vona Adams-Lawrence (22 years).....	167
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	<u>BIDS/CONTRACTS</u>	
18-066	Authorization to Award Contract for the Sylvania Campus Architectural and Design Services	170
18-067	Increase SRG Partnership, Inc. Contract for College-Wide Facilities Plan: Phase 1.....	172
18-068	Authorization to Contract with Strata Information Group for Banner Database Support Services.....	174
18-069	Authorization to Contract with Robert Half International for Banner 9 Project Management Service	175
18-070	Authorize an Increase to Existing Specialty Contractor Services for District-Wide Electronic Security Project to Aronson Security Group.....	176

6:40 PM **Public Comment on Non-Agenda Items** (A sign-up sheet is on a table at the entrance of the meeting room.)

- 6:45 PM **Reports** (5 minutes each)
- Faculty and Academic Professionals
 - Classified
 - Students
 - Board Members
 - President
- 7:10 PM **Adjournment**

The Board of Directors meetings are held in accordance with open meeting laws and accessibility requirements. If a person with a disability needs assistance in order to attend or participate in a meeting, please notify the Board of Director's Office at least 48 hours in advance by calling (971) 722-4365 or by email at boardresolutions@pcc.edu. A sign-up sheet for those who wish to offer comments or testimony on any item will be available at the entrance of the meeting room.

PORTLAND COMMUNITY COLLEGE - BOARD OF DIRECTORS
PO BOX 19000 - Portland, OR 97280

BUSINESS SESSION

October 19, 2017
12000 SW 49th Avenue, Portland, OR 97219

MEETING MINUTES

ATTENDANCE

Mohamed Alyajouri, Denise Frisbee, Jim Harper, Kali Thorne-Ladd, Michael Sonnleitner

WORK SESSION

The Board of Directors met in Work Session at 4:00 pm to discuss the 2017-2018 Board Goals and Priorities. Director Frisbee also provided an update on the Bond Renewal. Work Session adjourned at 4:50 pm.

CALL TO ORDER

Chair Thorne Ladd called the business meeting to order at 5:02 pm.

APPROVAL OF THE MINUTES

Chair Thorne Ladd asked for a motion to approve the August 11, 2017 meeting minutes. The meeting minutes were approved as published. Sonnleitner/Frisbee

Chair Thorne Ladd asked for a motion to approve the August 17, 2017 meeting minutes. The meeting minutes were approved as published. Sonnleitner/Alyajouri

Chair Thorne Ladd asked for a motion to approve the September 19, 2017 meeting minutes. The meeting minutes were approved as published. Alyajouri/Harper

APPROVAL OF THE AGENDA

Chair Thorne-Ladd asked for a motion to amend the agenda to include Resolution 18-060: Adopt Portland Community College Board of Directors 2017-2018 Goals. Frisbee/Sonnleitner

The agenda was approved as amended. Frisbee/Harper

RECOGNITION

James Berry was recognized by the board for his 38 years of service to PCC. He is retiring effective October 12, 2017.

The estate of Stephanie Keyes was recognized for the \$308,000 gift for the Sylvania Accessibility Center. This center will be named in honor of Ms. Keyes. Kaela Parks, Susan Watson and Ruth McKenna provided background and insight to Ms. Keyes and the inspiration she was. There will be a ceremony for the dedication that board members will be invited to.

ADJOURN BUSINESS SESSION AND CONVENE AS

LOCAL CONTRACT REVIEW BOARD

Public Hearing on Exemption from Competitive Bidding in accordance with ORS 279C.335 (2) and (5)

Tony Ischan and Jim Langstraat provided a brief update on the project and scope of work and why this approach was being taken.

PUBLIC COMMENT ON EXEMPTION FROM COMPETITIVE

None

PUBLIC COMMENT ON AGENDA ITEMS

Jeff Grider, Resolution 18-053: Authorize the Use of Job Order Contracting Method as One of the Approved Class Special Procurements

BUSINESS MEETING

Consent Agenda

Chair Thorne-Ladd proposed approval of Resolutions 18-051 through 18-060. Harper/Alyajouri

PUBLIC COMMENT ON NON AGENDA ITEMS

None

REPORTS

Students

ASPCC Sylvania Student Body President Stephanie Kim was selected as 2017 Coca-Cola Leaders of Promise Scholar and will receive a \$1,000 scholarship. The Leaders of Promise Scholarship, sponsored by the Coca-Cola Scholars Foundation, recognizes 200 Phi Theta Kappa members across the country. Ron Herbison, District Student Council Vice Chair was elected to serve as the Chair for the Oregon Community College Student Association. Campus-based ASPCC groups registered 2,282 students, faculty and staff to vote.

The campus-based ASPCC hosted the Welcome Back BBQ during the second and third weeks of school across the district. At the event, students got a burger, lemonade or soda, snacks and candies for \$1. These events attracted more than 300 students, faculty and staff per event. Club Fairs were also held during the third week of school promoting more than 80 student-led clubs.

Students are working to organize the second TEDxPCC event, which is a district-wide event that is going to be hosted in April 2018. TEDxPCC team is 37 members from all PCC campuses including students, staff, faculty and community members, but over all, it is student driven.

The application for the Legislative Internship is now opened. It is a unique opportunity for students to intern with legislators in Salem, learn about the legislative process, and represent the diverse student population of PCC.

ASPCC Emergency Grant amounts awarded to date are \$26,879.00 about 33% of our budget for the year. There were 139 applicants, with 61 being approved. Applications not

approved were because of financial Aid or academic warning, lacking 6 credits completed or new student, or insufficient documentation. Students applying were seeking support for utility costs, rent increases or homelessness issues, medical expenses, transportation issues, loss of employment, illness, disability, veterans benefits late, or to escape a domestic violence situation.

DSC will be piloting a new process for requesting student representation on PCC committees. Under policy S705, any committee or taskforce "that recommends, formulates, or reviews academic or student affairs policies that impact the entire district is required to have student representation." We also ask that other district and campus committees that are not covered by S705 include a student voice. They can request student representation through our website or contact our DSC Vice Chair Ron Herbison. The student representatives will be appointed by the District Student Council or through the respective campus process. These students will represent the DSC or their campus and report back.

Classified

Jeff Grider introduced Vincent Blanco, who will be replacing Michael Cannarella who retired last month.

Board Members

Director Harper informed the board that Director Alyajouri was elected to serve on the ACCT Nominating Committee. This is a four-year term.

Director Frisbee commended the college on receiving the Second Nature Climate Award. Mark will be traveling to Boston in November to receive the award on behalf of the college.

President

President Mitsui updated the board on his travel to Bonn, Germany to present on a panel with Second Nature. He announced that OPC has awarded PCC \$476,000 to lead a model for Integration of Federal Benefits for the state.

ADJOURNMENT

There being no further business, the meeting adjourned at 5:42 pm.

Kali Thorne-Ladd, Chair

Mark Mitsui, College President

Prepared by:

Jeannie Moton, Executive Coordinator

Minutes approved on November 16, 2017.

24 Total

5. Administrative Appointment – Karen Paez

Dean of Instruction

Office of the Campus President

Annual Salary: \$112,000

Grade: O

Effective: November 1, 2017

Education: University of Oregon

PhD, Counseling Psychology

MS, Counseling & Human Services

Auburn University

BA, Psychology

Most Recent Experience: Portland Community College

Dean of Instruction (Interim)

Applicant Flow:

Gender

Ethnicity

11 Female

1 American Indian or Alaska Native

24 Male

3 Asian

2 Not Disclosed

3 Black or African American

2 Hispanic/Latino

4 Not Disclosed

0 Two or More Selections

24 White

37

37 Total

6. Administrative Appointment– Neely Wiek

Continuing Education Operations Manager

Workforce and Community Development

Annual Salary: \$56,475

Grade: I

Effective: November 6, 2017

Most Recent Experience: Portland Community College

Instructional Administrative Assistant III

Applicant Flow:

Gender

Ethnicity

20 Female

0 American Indian or Alaska Native

15 Male

0 Asian

0 Not Disclosed

3 Black or African American

3 Hispanic/Latino

0 Native Hawaiian or Other Pacific Islander

2 Not Disclosed

2 Two or More Selections

25 White (not of Hispanic Origin)

35 Total

**ETHNIC AND GENDER DESCRIPTION OF STAFF
PROPOSED TO BE HIRED IN NOVEMBER 16, 2017 PERSONNEL REPORT**

Female	2
Male	3
Not Disclosed	<u>1</u>
	6

American Indian/Alaskan Native	0
Asian	0
Black or African American	0
Hispanic/Latino	1
Native Hawaiian/Pacific Islander	0
Not Disclosed	2
Two or More Selections	0
White	<u>3</u>
	6

November 16, 2017

18-063

COMMENDATION OF RETIRING EMPLOYEE –
VONA ADAMS-LAWRENCE

PREPARED BY: Human Resource Department Staff

APPROVED BY: Mark Mitsui, College President

REPORT: Vona Adams-Lawrence has performed faithfully in her duties as a Community Education Instructor and Resource Support Asst IV for Portland Community College since March 27, 1995. She retires effective November 30, 2017.

RECOMMENDATION: That the Board commend her for her service to Portland Community College and wish her well in her retirement years.

November 16, 2017

18-064

COMMENDATION OF RETIRING EMPLOYEE –
VAN TRAN

PREPARED BY: Human Resource Department Staff

APPROVED BY: Mark Mitsui, College President

REPORT: Van Tran has performed faithfully in her duties as an Employment Specialist, and Resource Support Assistant II for Portland Community College since March 13, 2000. She retires effective November 30, 2017.

RECOMMENDATION: That the Board commend her for her service to Portland Community College and wish her well in her retirement years.

November 16, 2017

18-065

COMMENDATION OF RETIRING EMPLOYEE –
JOE URBINA

PREPARED BY: Human Resource Department Staff

APPROVED BY: Mark Mitsui, College President

REPORT: Joe Urbina has performed faithfully in his duties as Full-time Faculty for Portland Community College since September 1, 1999. He retires effective November 30, 2017.

RECOMMENDATION: That the Board commend him for his service to Portland Community College and wish him well in his retirement years.

November 16, 2017

18-066

AUTHORIZATION TO AWARD CONTRACT FOR THE
SYLVANIA CAMPUS ARCHITECTURAL AND DESIGN
SERVICES

PREPARED BY: Sandy Wanner, Buyer/Contract Specialist, Bond Program

FINANCIAL
RESPONSIBILITY: Linda Degman, Director, Bond Program

APPROVED BY: Sylvia Kelley, Executive Vice President
Mark Mitsui, College President

REPORT: The College has a need to hire professional architectural and design services for multiple projects over several years to achieve the planning objectives of the College. Areas of work anticipated for the 2017 Bond are complete renovation of the Health Technology Building (HT), site improvements, updates for ADA accessibility requirements, campus access and transit needs in partnership with TriMet, safety and security upgrades, maintenance upgrades, and information technology upgrades.

The scope of work to include a complete modernization and renovation to the HT Building to provide flexible interdisciplinary learning and environments where students pursuing different majors can come together. Included will be upgrades to structural/seismic reinforcement to meet safety needs, new mechanical, electrical, and plumbing systems as the current systems are significantly past their life-cycle and are no longer meeting energy efficiency requirements, code and sustainable practices. The logistics of this project is extensive, design services may be needed to relocate classrooms and labs so the HT building can be vacated.

The design services will also include a comprehensive site improvement and reconfiguration to the main entrance of the College. This service to include improved pedestrian circulation, potentially a revised bus hub in partnership with TriMet, demolition of the existing parking pay station with renovation to ticket kiosks, storm water improvement, landscaping and improved sidewalks (meeting ADA). Design services may also include safety and security,

maintenance, and information technology upgrades.

On June 26, 2017, the Request for Proposals (RFP) was advertised in the Daily Journal of Commerce, State of Oregon (ORPIN) and the PCC Solicitation Website. A total of eighty two (82) vendors registered and received a copy of the RFP document and two (2) plan centers. Of the eighty two (82) vendors, there were nineteen (19) Oregon certified MWESB firms and two (2) plan centers. At the proposal closing time of 10:00 A.M., July 17, 2017, the College received five (5) proposals. The vendor proposals were evaluated based on their capabilities, player assignments, experience with LEED, and partnering and experience working with the community. Also, their experience in Land Use and their design methodology for large projects, ability to predict project costs, develop schedules meeting specific deadlines, developing a work plan, and if they were dedicated to encouraging MWESB participation.

Three (3) vendors were selected to move on to the interview phase. Below are the three (3) vendors and their scores.

<u>Proposer:</u>	<u>Score:</u>
Hacker Architects	728
OP SIS Architects	664
GBD Architects	637

MWESB Note: None of the vendors are certified MWESB firms. Hacker Architects has 15 sub-consultants on their team and of that 12 are MWESB firms.

RECOMMENDATION: That the Board of Directors accept and award a contract to Hacker Architects to provide the Sylvania Campus Architecture and Design Services. This contract is contingent on the College passing its November 2017 Bond. The term of the contract will be valid for three (3) years, with an option to renew annually for an additional two (2) years. Funds will be from the 2017 Bond Program.

November 16, 2017

18-067

INCREASE SRG PARTNERSHIP, INC CONTRACT FOR COLLEGE-WIDE FACILITIES PLAN: PHASE 1

PREPARED BY: Linda Degman, Director, Bond Program

FINANCIAL RESPONSIBILITY: Linda Degman, Director, Bond Program

APPROVED BY: Sylvia Kelley, Executive Vice President
Mark Mitsui, College President

REPORT: In August 2016 the Board approved Resolution 17-017 to accept and award a contract with SRG Partnership, Inc to provide professional services for the College-wide Facilities Plan Phase 1 with an initial contract of \$250,000. Then in February 2017 the Board approved Resolution 17-068 to increase the contract for the full scope of work. The new total was \$3,061,000.

Since February 2017 SRG has been meeting with PCC staff and the project work groups to develop a baseline needs and infrastructure assessment for the college. As part of this assessment two other areas were identified that needed further evaluation and attention.

As we look to future safety and security projects it is essential that the college have a set of standards that can be used on all campuses and centers. These standards would be a roadmap to ensure that all safety and security projects are installed, configured, and programmed in a consistent manner to meet PCC's operational expectations for predictable performance. Fee for this scope of work is \$78,450.

Secondly, it was identified that we have an assessment of our mechanical and cooling capacity in each of our telecom rooms at all campuses and centers. This would include verification of emergency power to mechanical and UPS serving each room. The report will identify which rooms do not meet college standards and proposed upgrades to those rooms. Fee for this scope of work is \$33,700.

MWESB Note: SRG has 12 sub-consultants on their team and of that 4 are MWESB firms.

RECOMMENDATION: That the Board of Directors authorize an increase in the contract for SRG Partnership, Inc., to continue to provide services for College-wide Facilities Plan Phase 1, in the amount of \$112,150 with a new total of \$3,173,150. Expenditures for these services will be from the 2008 Bond Program.

November 16, 2017

18-068

AUTHORIZATION TO CONTRACT WITH STRATA
INFORMATION GROUP FOR BANNER DATABASE
SUPPORT SERVICES

PREPARED BY: Layla Otey, Lead Buyer, Information Technology

FINANCIAL
RESPONSIBILITY: Michael Northover, CIO, Information Technology

APPROVED BY: Mark Mitsui, College President

REPORT: Portland Community College's Information Technology department requests Board approval to authorize the college to continue to contract with Strata Information Group for Banner Database Administration support services. Financial Services, including Accounts Payable and Treasury, utilize services for Argos and Banner data reporting.

Information Technology requested quotes from three vendors. Two of the three vendors declined to bid. Strata Information Group was able to provide the services needed.

The Strata Information Group contract #208-14 terminates on January 31, 2019. IT requests approval of funding for a total of \$230,000. This will be funded by the General Fund.

MWESB Note: The State of Oregon Minority, Women and Emerging Small business vendor database (COBID) did not include a vendor that could perform the required work.

RECOMMENDATION: That the Portland Community College Board of Directors authorize Information Technology to continue to contract with Strata Information Group for Banner Database Administration and Reporting services. The total cost is \$230,000 funded through the General fund until the completion of the contract in Fiscal Year 20.

November 16, 2017

18-069

AUTHORIZATION TO CONTRACT WITH ROBERT
HALF INTERNATIONAL FOR BANNER 9 PROJECT
MANAGEMENT SERVICE

PREPARED BY: Layla Otey, Lead Buyer, Information Technology

FINANCIAL
RESPONSIBILITY: Michael Northover, CIO, Information Technology

APPROVED BY: Mark Mitsui, College President

REPORT: Portland Community College's Information Technology department requests Board approval to authorize the college to continue to contract with Robert Half International for Project Management services related to the Banner 9 upgrade project. Robert Half International has been providing these services since March 2017.

Information Technology interviewed Systems Analysts from three different vendors. Robert Half International was the only vendor that could provide qualified candidates for the Banner 9 upgrade project.

The Banner 9 Upgrade Professional Services will be funded by the General fund at cost of \$260,000.

MWESB Note: The State of Oregon Minority, Women and Emerging Small business vendor database (COBID) provided a vendor, but the candidate could not perform the duties required.

RECOMMENDATION: That the Portland Community College Board of Directors authorize Information Technology to contract with Robert Half International to complete the Banner 9 upgrade. The cost for the project is \$260,000 funded through the General fund for Fiscal Year 17 and 18.

November 16, 2017

18-070

AUTHORIZE AN INCREASE TO EXISTING SPECIALTY
CONTRACTOR SERVICES FOR DISTRICT WIDE
ELECTRONIC SECURITY PROJECT TO ARONSON
SECURITY GROUP

PREPARED BY: Ken Brown, District Manager, Bookstore Operations

FINANCIAL
RESPONSIBILITY: Jim Langstraat, Vice President, Finance and Administration

APPROVED BY: Jim Langstraat, Vice President, Finance and Administration
Mark Mitsui, College President

REPORT: On December 10, 2015, BA-16-049, the Board of Directors approved the award and contract with Aronson Security Group (ASG) for Specialty Contractor services for the District-wide Electronic Security project for Rock Creek, Southeast, Sylvania, and Portland Metro. Aronson was approved through a request for proposal process and there were no MWESB proposals received. The contract is to install access control at all four locations identified above. In addition, ASG has retrofit numerous existing doors with new hardware, programmed a variety of electronic security devices, and added interior door controls in high value areas. The number of doors with access control has doubled throughout the College.

Additional funding is required to add security cameras and cash room/safe room door access at the Sylvania Campus Bookstore. This is to replace existing systems that have failed and no longer provide adequate security of high value inventory and cash maintained on premises.

After careful review by Public Safety and the Bookstore staff request an increase of \$75,000 to add the necessary security cameras and door access.

MWESB Note: Aronson was approved through a request for proposal process and there were no MWESB proposal received.

RECOMMENDATION: That the Board of Directors authorize the College to continue to work with Aronson Security Group to provide specialty contractor services for the District-wide Electronic Security

Project for an increase of \$75,000. The funding of \$75,000 is from the Bookstore Fund with no impact on General Fund accounts.



**Portland
Community
College**

Board of Directors Goals 2017-2018

Board members recognized during discussion that several goals from previous goal-settings are not time-specific but are, rather “legacy priorities” that will apply, with a degree of contemporary variation, in any year. Other priorities and goals were identified that are specific to the 2017-2018 planning cycles.

Legacy Goals

- Ensure an environment of success that encourages access and timely completion
- Prioritize the college’s commitment to the creation of a nationally renowned culture for diversity, equity and inclusion
- Track and evaluate Portland Community College operations and execution of the Strategic Plan.
- Be an engaged advocate for Portland Community College in:
 - Governmental affairs and governmental advocacy
 - In support of fundraising strategies targeting the advancement of important initiatives (e.g. Future Connect, PCC Foundation efforts, etc.)
- Continue communication between the Board of Directors and the President

Board Priorities

- Support implementation of the strategic enrollment plan and the Achieving the Dream Initiative.
- Track data regarding efforts to enhance district-wide efforts to make PCC an employer of choice, encouraging recruitment, hiring and retaining of faculty, staff, vendors and contractors from historically underrepresented groups while promoting employee engagement and professional development opportunities.
- Increase awareness of role that PCC plays in our community through outreach and education.
- Support implementation of strategic initiatives and moving people out of poverty (opportunity and student success).

The College prohibits unlawful discrimination based on race, color, religion, national origin, sex, marital status, disability, veteran status, age, sexual orientation, or any other status protected by federal, state, or local law in any area, activity or operation of the College. The College also prohibits retaliation against an individual for engaging in activity protected under this policy, and interfering with rights or privileges granted under anti-discrimination laws. In addition, the College complies with applicable provisions of the Civil Rights Act of 1964 (as amended), related Executive Orders 11246 and 11375, Title IX of the Education Amendments Act of 1972, Section 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of 1990 (as amended), Uniformed Services Employment and Reemployment Rights Act ("USERRA"), and all local and state civil rights laws. Under this policy, equal opportunity for employment, admission, and participation in the College's programs, services, and activities will be extended to all persons, and the College will promote equal opportunity and treatment through application of this policy and other College efforts designed for that purpose.