



CGCC prohibits unlawful discrimination based on any 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 state and local 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.

To meet the above requirements, all college documents must include, at minimum, either the short or long Equal Opportunity Educator/Employer (EOE) statement. Some documents also require other statements, as follows:

**EOE Short Statement**—This statement must be placed on any college document of two pages or fewer.

*Columbia Gorge Community College is an equal opportunity educator and employer.*

**EOE Long Statement**—This statement must be placed on any college document that requires more than two pages.

*It is the policy of Columbia Gorge Community College and its Board of Education that there will be no discrimination or harassment on the grounds of race, color, sex, marital status, national origin, religion, age, disability, veteran status, sexual orientation, and any other status protected by applicable local, state, or federal law in any educational programs, activities, or employment.*

**EOE Contact Information**—This statement, or a link to the information online, must accompany the EOE Long Statement on any document that is classified as a booklet, book, or report. Examples include student/employee/faculty handbooks, college catalog, class schedule, and budget reports.

*Persons having questions about equal opportunity and nondiscrimination should contact:*

*Mailing Address for All Equal Opportunity Contacts*

*Columbia Gorge Community College*

*ATTN: (fill in appropriate name from below)*

*400 East Scenic Drive*

*The Dalles, OR 97058*

*Employment*

*Courtney Judah*

*Director of Human Resources*

*Phone: (541) 506-6151*

*Email: [cjudah@cgcc.edu](mailto:cjudah@cgcc.edu)*

*Civil Rights; Student Programs, Activities, and Services*

*Michael Espinoza*

*Vice President of Student Services*

*Phone: (541) 506-6010*

*Email: [mespinoza@cgcc.edu](mailto:mespinoza@cgcc.edu)*

*Educational Programs; Title II Coordinator*

*Jarett Gilbert*

*Vice President of Instructional Services*

*Phone: (541) 506-6030*

*Email: [jgilbert@cgcc.edu](mailto:jgilbert@cgcc.edu)*

*Title IX Coordinator*

*Lisa AbuAssaly George*

*Director of Diversity, Equity, and Inclusion*

*Phone: (541) 506-6106*

*Email: [lgeorge@cgcc.edu](mailto:lgeorge@cgcc.edu)*

*Section 504 Coordinator*

*Shayna Dahl Student Support Services Coordinator*

*Phone: (541) 506-6046*

*Email: [sdahl@cgcc.edu](mailto:sdahl@cgcc.edu)*

**Americans with Disabilities Act (ADA) and Accommodations Statement**—This statement must be placed on any document that advertises or announces a class, college-sponsored activity, or any on-campus or off-campus college-sponsored event (any event or occurrence where accommodations might need to be provided). Additionally, it may and should be placed on any document on which its presence would be useful to those who may require accommodations.

***For accommodations, please contact Shayna Dahl, Student Support Services Coordinator, at (541) 506-6046, 711 relay, or [sdahl@cgcc.edu](mailto:sdahl@cgcc.edu)***