

## MTTI – Equal Opportunity / Affirmative Action Policy

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- Motoring Technical Training Institute (MTTI) does not discriminate on the basis of race, color, creed, national or ethnic origin, gender, religion, disability, age, sexual orientation, gender identity, gender expression, disabled veteran, or veteran of the Vietnam Era. This nondiscrimination policy encompasses the operation of the school's education programs and activities, including admissions policies, scholarship and loan programs. It also encompasses the employment of school personnel and contraction by the school for goods and services.
- Harassment of any one member of the school's community on the basis of race, color, creed, national or ethnic origin, gender, religion, disability, age, veteran of the Vietnam Era or citizenship status is prohibited. Sexual harassment is specifically prohibited. Sexual harassment is defined to include unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Such conduct is discrimination prohibited by school policy as well as by state and federal law when the behavior is directed to an individual because of his or her gender and (1) when submission to such conduct is made either explicitly or implicitly a term or condition of instruction, employment, or otherwise full participation in school life; (2) submission to or rejection of such conduct is considered in evaluating a person's academic work or job performance; or (3) such conduct has the purpose or effect of interfering with a person's academic or job performance or creating a sexually intimidating, hostile, or offensive working or educational environment. This definition will be interpreted and applied by the school consistent with reasonable standards or mature behavior, academic freedom, and freedom of expression.