MONTGOMERY COLLEGE

MEMORANDUM

To: Montgomery College Employees and Contractors

From: Krista Leitch Walker, Vice President/Chief Human Resources Officer
Susan V. Watson, Chief Compliance and Ethics Officer

Subject: **Equal Employment and Education Non-Discrimination Notice**

Date: November 2, 2026

Greetings Colleagues!

Montgomery College is a great place to work and learn. A key activity in supporting and protecting a sense of belonging for all employees and students is ensuring equal employment and education opportunities. College leadership has prioritized cultivating a sense of belonging in the Strategic Plan (Goal 2), and we would like to remind employees of the College's commitment to sustaining this culture through important policies and support services.

It is the policy and practice of the College to prohibit discrimination in its programs and activities against a qualified individual with a disability or on the basis of age, citizenship status, color, covered veteran status, gender identity, genetic information, marital status, national origin, race, religion, sex, sexual orientation or any other characteristic protected by applicable law. This policy is consistent with Title VI of the Civil Rights Act of 1964; Title IX of the Educational Amendments Act of 1972; the Rehabilitation Act of 1973, Section 504; the ADA Amendments Act (ADAAA 2008); and other applicable laws and regulations.*

Questions about these laws and concerns about discriminatory conduct may be directed to Carol Kliever, director of employee engagement and labor relations Carol.Kliever@montgomerycollege.edu, 240-567-4435.

In addition, employees may report concerns to the College's confidential EthicsPoint reporting line at (844) 572-2198 or EthicsPoint - Montgomery College.

Although the College encourages employees to address concerns through internal channels whenever possible, the Office for Civil Rights (OCR) | U.S. Department of Education is available for external reporting.

We encourage employees to familiarize themselves with the following policies and procedures adopted by the College to ensure compliance with applicable laws prohibiting discrimination.

- Sexual Misconduct Policy and Procedure (21001)
- Hate/Violence Activity Policy and Procedure (21002)
- Equal Employment Opportunity and Non-Discrimination Policy and Procedure (31006)
- Employment of Individuals with Disabilities Policy and Procedure (32106)
- Equal Education Opportunity and Non-Discrimination Policy and Procedure (41002)

Employees and contractors with disabilities who are in need of accommodations for accessibility should contact Rowena D'Souza at ADAAccommodations@montgomerycollege.edu.

Guidance for employees on how to request accommodations is available on the ADA Accommodations website.

Under provisions of the Americans with Disabilities Act, this material is available in alternative formats by contacting accessibility@montgomerycollege.edu.

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* Visit Notice of Non-Discrimination | Montgomery College, Maryland to read the College's full notice of non-discrimination. See Career and Technical Education (CTE) | Montgomery College, Maryland for information about MC's notice of non-discrimination regarding CTE programs.