

**Lake Region State College**  
**Policy and Procedure Manual**

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SECTION 1500.16

EQUAL OPPORTUNITY STATEMENT AND NONDISCRIMINATION

Discrimination is defined under applicable federal and state law. In general, unlawful discrimination means failing to treat people equally based, at least in part, on status that is protected under applicable law or policy.

Lake Region State College is an equal opportunity institution that does not discriminate on the basis of race, religion, age, color, sex, disability, sexual orientation, gender identity, genetics, national origin, veteran's status, marital status, political belief or affiliation, and economic or perceived social status in its admissions, student aid, employment practices, education programs or other related activities. Inquiries concerning Title VI, Title IX, and Section 504 may be referred to Sandi Lillehaugen, Human Resource Director, Lake Region State College, 1801 N. College Drive; Office #120, Devils Lake, ND 58301, (701) 662-1543 [Sandra.Lillehaugen@lrsc.edu](mailto:Sandra.Lillehaugen@lrsc.edu) or the Office of Civil Rights/HHS, Citigroup Center 500 W. Madison Street, Suite 1475, Chicago, IL 60661-4544. The Office of Civil Rights also can be reached by calling (312) 730-1560, faxing (312) 730-1576, TDD (800) 877-8339 or by emailing [ocr.chicago@ed.gov](mailto:ocr.chicago@ed.gov).

LRSC is committed to providing reasonable accommodations to qualified individuals with disabilities upon request. To request an accommodation or to request this document in an alternate format, please contact Sandi Lillehaugen, Human Resource Director, Lake Region State College, 1801 N. College Drive; Office #120, Devils Lake, ND 58301, (701) 662-1543, [Sandra.Lillehaugen@lrsc.edu](mailto:Sandra.Lillehaugen@lrsc.edu). One-week advance notice appreciated.

This notice must be included in all departmental publication such as bulletins, announcements, manuals, publications, guidebooks, brochures, pamphlets, catalogs, application forms or recruitment materials describing or inviting participation in programs at Lake Region State College.

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**History**

Administrative Council Approved 06/11/16

Administrative Council Approved 03/23/16