



Office of Human Resources

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POINT OF CONTACT

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Director of Human Resources

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EMPLOYEE COMPLAINTS OF DISCRIMINATION OR SEXUAL HARASSMENT

Del Mar College recognizes its commitment and its legal obligation to provide equal opportunity of all employees, and a working environment free of discrimination or sexual harassment.

College policies and procedures for the submission and review of employee complaints of discrimination or sexual harassment are located in the College's Manual of Policies and Procedures at B5.50, which may be reviewed online.

AMERICANS WITH DISABILITIES ACT OF 1990, AS AMENDED

On September 25, 2008, the President signed the Americans with Disabilities Act Amendments Act of 2008. The Act retains the ADA's basic definition of "disability" as an impairment that substantially limits one or more major life activities, a record of such impairment, or being regarded as having such an impairment; however, the ADAAA changes the way that these statutory terms should be interpreted. The effect of these changes is to make it easier for an individual seeking protection under the ADA to establish that he or she has a disability within the meaning of the ADA.

The ADAAA prohibits discriminatory action such as terminations, changes in benefits, demotions, transfer, suspensions, and disciplinary actions and requires a reasonable accommodation for employees, applicants, and applicant processes.

Contact District Complaint / Compliance Coordinator Jerry Henry with any questions or concerns.