

Policy of Nondiscrimination, Affirmative Action, and Filing Complaints

Revised August 2, 2024

Hawai'i Community College (Hawai'i) is an equal opportunity/affirmative action institution and is committed to a policy of nondiscrimination on the basis of race, sex, age, religion, color, national origin, ancestry, disability, marital status, breastfeeding, arrest and court record (except as permissible under state law), sexual orientation, status as a covered veteran, national guard, victims of domestic or sexual violence, gender identity and expression, genetic information, citizenship, credit history, and income assignment for child support. This policy covers admission and access to, and participation, treatment, and employment in Hawai'i CC's programs, activities, and services. With regard to employment, Hawai'i CC is committed to equal opportunity in all personnel actions such as recruitment, hiring, promotion, and compensation. Sexual harassment and other forms of discriminatory harassment are prohibited under University of Hawai'i Nondiscrimination, Equal Opportunity, and Affirmative Action Policy (EP 1.202) and Regents Policy on Nondiscrimination and Affirmative Action (RP 1.205).

Hawai'i Community College strives to promote full realization of equal opportunity through a positive, continuing affirmative action program in compliance with federal Executive Order 11246. The program includes measuring performance against specific annual hiring goals, monitoring progress, and reporting on good faith efforts and results in annual affirmative action plan reports. Hawai'i CC is committed to an affirmative policy of hiring and advancing in employment qualified persons with disabilities and covered veterans, as described in the University of Hawai'i Administrative Procedure: Reporting Procedure for Employment Discrimination Complaints (Policy A9.910).

Resources and Filing Complaints

Students, employees, or applicants for admission or employment who believe that they have been discriminated against on the basis of a protected category may file a complaint with any of the individuals listed below. The process of addressing allegations of discrimination is described in the University of Hawai'i Administrative Procedure: Discrimination Complaint Procedures for Employees, Students, and Applicants for Employment or Admission (Policy A9.920).

To review any of the policies referenced above, use the search feature at www.hawaii.edu/policy

Students may also file complaints of discrimination with the U.S. Department of Education, Office for Civil Rights, 915 Second Ave., Room 3310, Seattle, WA 98174-1099, phone: (206) 607-1600, fax: (206) 607-1601, or e-mail: ocr.seattle@ed.gov

For more information on equal opportunity policies, complaint procedures, and available avenues of recourse for Hawai'i Community College:

Students should contact:

Christine Quintana

Vice Chancellor for Student Affairs

Phone: (808) 934-2510

Email: cdamate@hawaii.edu

Office: 1175 Manono Street, Bldg. 379A, Rm. 5, Hilo, HI 96720

Mari Giel
Disability Services Coordinator/Counselor
504 Coordinator
Title IX Deputy Coordinator for Students
Phone: (808) 934-2725 [v/t]
Email: marigiel@hawaii.edu
Office: 1175 Manono Street, Bldg. 379A, Rm. 1B, Hilo, HI 96720

Employees should contact:

Shana Kojiro
Human Resources Specialist
EEO/AA Coordinator
Phone: (808) 934-2527
Email: snakamat@hawaii.edu
Office: 1175 Manono Street, Bldg. 397, Rm. 3, Hilo, HI 96720

Sara Vogel
Title IX Coordinator
Phone: (808) 934-2765
Email: svogel@hawaii.edu
Office: 1175 Manono Street, Bldg. 383, Rm. 119 Hilo, HI 96720

Christine Chun
Director of Compliance, EEO/AA and Title IX Coordinator, Office of the Vice President for Community
Colleges
Phone: (808) 956-4564
Email: cpsychun@hawaii.edu
Office: 2327 Dole Street, Rm. 1, Honolulu, HI 96822