



INSTITUTE FOR ADDICTION EDUCATION NON-DISCRIMINATION POLICY STATEMENT

Institute for Addiction Education adheres to all federal, state, and local civil rights laws prohibiting discrimination in employment and education. Institute for Addiction Education does not discriminate in its admissions practices [except as permitted by law], in its employment practices, or in its educational programs or activities on the basis of actual or perceived: race, religious creed, color, national origin, ancestry, physical or mental disability, medical condition, genetic information, marital status (including registered domestic partnership status), sex (including pregnancy, childbirth, lactation and related medical conditions), gender (including gender identity and expression), age (40 and over), sexual orientation, Civil Air Patrol status, military and veteran status, and any other consideration protected by federal, state or local law (sometimes referred to, collectively, as “protected characteristics”). As a recipient of federal financial assistance for education activities, Institute for Addiction Education is required by Title IX of the Education Amendments of 1972 to ensure that all of its education programs and activities do not discriminate on the basis of sex/gender as identified above.

Institute for Addiction Education also prohibits retaliation against any person opposing discrimination or participating in any discrimination investigation or complaint process internal or external to the institution. Sexual harassment, sexual assault, dating and domestic violence, and stalking are forms of sex discrimination, which are prohibited under Title IX and by Institute for Addiction Education policy. Any member of the campus community, guest, or visitor who acts to deny, deprive, or limit the educational, employment, or social access, opportunities and/or benefits of any member of the Institute for Addiction Education community on the basis of sex is in violation of the Equal Opportunity, Harassment, and Nondiscrimination policy.

Any person may report sex discrimination (whether or not the person reporting is the person alleged to have experienced the conduct), in person, by telephone, or by email, using the contact information listed below. A report may be made at any time (including during non-business hours) by email to director@iaelearning.com. A report may be made in person to the College Director. The College Director has also been designated as the Civil Rights Coordinator and will coordinate the efforts of Institute for Addiction Education to comply with all relevant civil rights laws.

Individuals who believe they have experienced sex discrimination, harassment, and/or retaliation in violation of Institute for Addiction Education policy should contact the following:

College Director

Dr. Rhonda G. Patrick, LCSW-S, MPA



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111 W. Anderson Lane Ste E328
Austin, Texas 78752
Phone: (512) 893-1484
director@iaelearning.com