

# **Racially Nondiscriminatory Policy**

J. D. Williams, Sr. Bible Institute,  
600 Capps Hill Mine Road,  
Charlotte, NC 28216

## **Policy Statement**

J. D. Williams, Sr. Bible Institute is committed to providing an inclusive and welcoming educational environment for all individuals, regardless of race, color, ethnicity, national origin, or any other characteristic protected by applicable law. Our commitment to nondiscrimination extends to all aspects of our educational programs, activities, and employment practices.

### **Nondiscrimination in Admission:**

J. D. Williams, Sr. Bible Institute does not discriminate in its admission policies based on race, color, ethnicity, national origin, or any other protected characteristic. All individuals who meet the Institute's academic and programmatic requirements are encouraged to apply.

### **Equal Opportunity in Education:**

The Institute provides equal access to educational programs and activities, including but not limited to admissions, curriculum, scholarships, and extracurricular opportunities. We do not tolerate discrimination or harassment of any kind within our learning environment.

### **Equal Opportunity in Employment:**

J. D. Williams, Sr. Bible Institute is an equal opportunity employer and does not discriminate in its employment practices based on race, color, ethnicity, national origin, or any other protected characteristic. Employment decisions are made based on qualifications, skills, and performance.

### **Harassment and Discrimination Prohibited:**

The Institute is committed to maintaining a campus free from harassment and discrimination. We prohibit any form of harassment or discrimination, including verbal, physical, or visual harassment, which creates a hostile or intimidating environment based on race, color, ethnicity, national origin, or any other protected characteristic.

### **Complaint Procedures:**

Individuals who believe they have been subjected to discrimination, harassment, or retaliation in violation of this policy are encouraged to report their concerns to the Institute's designated Title IX Coordinator or appropriate authority. The Institute will promptly and thoroughly investigate all complaints and take appropriate action to address violations of this policy.

**Commitment to Diversity and Inclusion:**

J. D. Williams, Sr. Bible Institute values diversity as a source of strength and enrichment in our community. We are dedicated to fostering an inclusive environment where all members are treated with respect and dignity, and where differences are celebrated.

**Compliance with Applicable Laws:**

This racially nondiscriminatory policy complies with all applicable federal, state, and local laws, including but not limited to Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and other relevant anti-discrimination laws.

**Review and Modification:**

This policy will be reviewed periodically to ensure its effectiveness and compliance with applicable laws. Modifications may be made as necessary to further the Institute's commitment to racial nondiscrimination and inclusivity.

**Contact Information:**

For questions or concerns related to this policy or to report discrimination, harassment, or retaliation, please contact:



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