ANNUAL NOTICE
Posted September 24, 2018

Itasca Community College is a public, two-year comprehensive community with open access to enrollment. Offerings include occupational and general education areas of study that transfer to four-year colleges and universities. Key instructional programs include the Associate of Arts (AA) degree in Liberal Arts, the Associate of Science (AS) degree in Health Sciences, Engineering, Early Childhood, Geography-GIS, Accounting, Applied Psychology/Human Services and Business Transfer Pathway, as well as certificate, diploma and associate in applied science degree programs in the following areas:

**Associate of Applied Science Degrees**

- Natural Resources - Forest Resources
- Natural Resources - Geospatial
- Natural Resources - Law Enforcement
- Natural Resources - Wildland Firefighting
- Process Operations

**Diploma Programs**

- Natural Resources - Wildland Firefighting
- Practical Nursing

**Professional Certificates**

- American Indian Studies
- Child Development (CDC)
- Coaching
- Commercial Truck Driving (CDL)
- Geographic Info Systems (GIS)

**Certificates of Completion**

- Nursing Assistant
- Home Health Aide

Itasca Community College is committed to a policy of nondiscrimination in employment and education opportunity. No person shall be discriminated against in the terms and conditions of employment, personnel practices, or access to and participation in, programs, services, and activities with regard to race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance, sexual orientation, gender identity or gender expression. In addition, discrimination based on membership or activity in a local commission as defined by law or familial status is prohibited.
Harassment of an individual or group on the basis of race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance, sexual orientation, or membership or activity in a local commission has no place in a learning or work environment and is prohibited. Sexual violence has no place in a learning or work environment. Further, Itasca Community College shall work to eliminate violence in all its forms. Physical contact by designated system, college, and university staff members may be appropriate if necessary to avoid physical harm to persons or property.

Lack of English skills will not be a barrier to admission or participation. In order to eliminate barriers we take appropriate measures to assess each student's ability to participate and benefit through placement testing and counseling. Based on the assessment and counseling, students are then provided with campus services or a referral to community services to be better prepared for successful participation.

If you experience or witness harassment or discrimination, please report it to:

**Complaints of acts of discrimination or harassment by employees:**
Affirmative Action Officer
Carmen Bradach, Chief Human Resources Officer
c.bradach@mesabirange.edu
218.749.7743
Human Resources, M-142

**Complaints of acts of discrimination or harassment by students:**
Richard Kangas, Dean of Student and Administrative Services
Richard.Kangas@itascacc.edu
218.322.2319
Backes Student Center, 106

**If you require an accommodation for a disability, please contact:**
Ann Vidovic
ann.vidovic@itascacc.edu
218.322.2433
Backes Student Center, 14E