Equal Opportunity

Palmer College of Chiropractic (College) does not discriminate in employment, admissions or in educational practices, programs, services or activities on the basis of age, ancestry, citizenship status, color, creed, disability, national origin, race, religion, sex, sexual orientation, gender identity; veteran status or other characteristic protected by law in the state in which the applicable College premise is located.

SCOPE

This Policy applies to the entire College community, which is defined as including the Davenport campus (Palmer College Foundation, d/b/a Palmer College of Chiropractic), West campus (Palmer College of Chiropractic West) and Florida campus (Palmer College Foundation, Inc., d/b/a Palmer College of Chiropractic Florida) and any other person(s), groups, or organizations affiliated with any Palmer campus.

DEFINITIONS

For the purposes of this Policy, the following terms shall have the meanings specified below:

> The term “College” refers to Palmer College of Chiropractic, including operations on the Davenport campus; Florida campus; and West campus.

> The term “College premises” includes all land, buildings, facilities and other property in the possession of, owned, used or controlled by the College including adjacent streets, alleys, sidewalks and parking lots.

ADMINISTRATIVE RULES

Decisions/Practices Regarding Employees

Employment, admissions and educational decisions are based on merit, qualifications and competence. The College’s employment practices include all aspects of hiring, promotion, assignment, discharge and other terms and conditions of employment.
Decisions/Practices Regarding Students

The College’s admissions and educational practices include all aspects of admissions, orientation, student employment, housing, academic and student programs, discipline and other terms and conditions of enrollment.

Filing a Report of Discrimination/Harassment

Employees, students or applicants for employment or admission, or any other individual associated with or conducting business with the College are to immediately report any behavior or conduct that may be interpreted as unlawful harassment or discrimination to any of the designated contact persons below.

**MAIN CAMPUS, DAVENPORT, IA.**

> Earlye Adams Julien, PHR, M.S.Ed., CQIA  
> Senior Director for Compliance  
> Also Serving as Equal Opportunity Coordinator  
> 1000 Brady Street  
> Davenport, IA  52803-5214  
> (563) 884-5476  
> earlye.julien@palmer.edu

> Lori Larsen, B.A., Compliance Specialist  
> Also Serving as Equal Opportunity Coordinator designee  
> Office of Compliance  
> 1000 Brady Street  
> Davenport, IA  52803-5214  
> (563) 884-5246 or (800) 722-2586  
> lori.larsen@palmer.edu

> Patricia L. Hardaway, J.D.  
> Interim Senior Director for Human Resources  
> Office of Human Resources  
> 1000 Brady Street  
> Davenport, IA  52803-5214  
> (563) 884-5866
**FLORIDA CAMPUS, PORT ORANGE, FLA.**

> Cheryl Shaw, M.B.A., PHR  
  Human Resources Manager  
  Also Serving as Equal Opportunity Coordinator designee  
  4777 City Center Parkway  
  Port Orange, FL 32129-4153  
  (386) 763-2665  
  cheryl.shaw@palmer.edu

**WEST CAMPUS, SAN JOSE, CALIF.**

> Michael Crump, M.Ed.  
  Director of Student Services  
  Also Serving as Equal Opportunity Coordinator designee  
  90 E. Tasman Drive  
  San Jose, CA 95134  
  (408) 944-6122  
  michael.crump@palmer.edu

Referring Reports of Possible Discrimination/Harassment

Employees, students, administrators, other college officials or any other representatives of the College who witness; are directly advised of; or become aware of possible unlawful discrimination/harassment are to immediately advise (without exception) one of the designated individuals named above.

**STANDARD INSTITUTIONAL POLICY PROVISIONS**

Institutional policies are supplemented by provisions that are applicable to all institutional policies. It is the responsibility of all employees and students to know and comply with these standards.

> Standard Provisions Applicable to All Institutional Policies
Additional Information

**ASSOCIATED POLICIES, PROCESSES AND/OR PROCEDURES**

This Policy is supplemented below. It is the responsibility of all employees and students to know and comply with policies and procedures as supplemented.

**POLICIES**

> [Reasonable Accommodations/Academic Adjustments for Students and Applicants with Disabilities](#)

> [Reasonable Accommodations for Employees](#)

> [Reasonable Accommodations for the Public](#)

**PROCESSES AND/OR PROCEDURES**

> Equal Opportunity Handbook

Employees, students and applicants for employment or admissions or any other individual associated with or conducting business with Palmer College of Chiropractic may contact any of the individuals under the heading, “Filing a Report of Discrimination/Harassment” for additional information regarding procedures.

> [Handbook for Students and Applicants with Disabilities](#)

> [Sexual Misconduct Policy Handbook](#)

**FORMS/INSTRUCTIONS**

> [Equal Opportunity Complaint Form](#)

**OTHER RELATED INFORMATION**

> N/A
CONTACTS

Main Campus, Davenport, Ia.

> Earlye Adams Julien, PHR, M.S.Ed., CQIA
   Senior Director for Compliance
   Also Serving as Equal Opportunity Coordinator
   1000 Brady Street
   Davenport, IA  52803-5214
   (563) 884-5476
   earlye.julien@palmer.edu

> Lori Larsen, B.A., Compliance Specialist
   Also Serving as Equal Opportunity Coordinator designee
   Office of Compliance
   1000 Brady Street
   Davenport, IA  52803-5214
   (563) 884-5246 or (800) 722-2586
   lori.larsen@palmer.edu

> Patricia L. Hardaway, J.D.
   Interim Senior Director for Human Resources
   Office of Human Resources
   1000 Brady Street
   Davenport, IA  52803-5214
   (563) 884-5866

Florida Campus, Port Orange, Fla.

> Cheryl Shaw, M.B.A., PHR
   Human Resources Manager
   Also Serving as Equal Opportunity Coordinator designee
   4777 City Center Parkway
   Port Orange, FL  32129-4153
   (386) 763-2665
   cheryl.shaw@palmer.edu
West Campus, San Jose, Calif.

> Michael Crump, M.Ed.
   Director of Student Services
   Also Serving as Equal Opportunity Coordinator designee
   90 E. Tasman Drive
   San Jose, CA  95134
   (408) 944-6122
   michael.crump@palmer.edu

HISTORY

Last Revised: .......................................................... March 14, 2016

Adopted: ............................................................... N/A

Last Administrative Review: .................................................... November 4, 2009

Responsible Officer: .................................................. Jennifer Randazzo, M.A.S., C.P.A.
   Vice Chancellor of Finance
   Palmer College of Chiropractic
   1000 Brady Street
   Davenport, Iowa
   Phone: (563) 884-5141
   jennifer.randazzo@palmer.edu

Issuing Office: .......................................................... Office of Compliance
   Earlye Julien, PHR, M.S.Ed., CQIA
   Senior Director for Compliance
   Palmer College of Chiropractic
   1000 Brady Street
   Davenport, Iowa
   Phone: (563) 884-5476
   Fax: (563) 884-5883
   earlye.julien@palmer.edu