

# Equal Opportunity, Affirmative Action, and Filing of Complaints

## Statement on Equal Opportunity/Affirmative Action

Kaua'i Community College is an equal opportunity/affirmative action institution and is committed to a policy of nondiscrimination on the basis of race, sex, gender identity and expression, age, religion, color, national origin, ancestry, citizenship, disability, genetic information, marital status, breastfeeding, income assignment for child support, arrest and court record (except as permissible under State law), sexual orientation, national guard absence, and status as a covered veteran. This policy covers admission and access to, and participation, treatment, and employment in the University of Hawai'i's programs and activities. Discriminatory harassment, including sexual harassment, is prohibited under this policy. With regard to employment, Kaua'i Community College is committed to equal opportunity in all personnel actions such as recruitment, hiring, promotion, and compensation.

Kaua'i Community College strives to promote full realization of equal opportunity through a positive, continuing affirmative action program. 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. As a government contractor, Kaua'i Community College is committed to an affirmative policy of hiring and advancing in employment qualified females, minorities, persons with disabilities, and covered veterans.

## Resources and Filing Complaints

The process of addressing allegations of discrimination for students, employees, and applicants for admission or employment is described in the University of Hawai'i's Administrative Procedure A9.920, Discrimination Complaint Procedures for Students, Employees, and Applicants for Admission or Employment.

Click here for A9.920: <https://www.hawaii.edu/policy/docs/temp/ap9.920.pdf>.

The process of addressing allegations of discrimination for members of the public is described in the University of Hawai'i's Administrative Procedure A9.900, Policy and Complaint Procedure for Members of the Public Who Have Discrimination Complaints Regarding Public Accommodations or ADA Complaints Regarding Disability Access To University Services, Programs, and Activities.

Click here for A9.900: <https://www.hawaii.edu/policy/docs/temp/ap9.900.pdf>.

The process for addressing allegations of sex discrimination are described in EP 1.204.

Click here for EP 1.204: <https://www.hawaii.edu/policy/docs/temp/ep1.204.pdf>.

Students, employees, applicants for admission or employment, or members of the public who believe that they have been discriminated against on the basis of a protected category may file a complaint or receive information by contacting any of the individuals listed below.

- Isaiah Ka'auwai, Title IX Coordinator & EEO/AA Officer  
(808) 245-8260  
[ikaauwai@hawaii.edu](mailto:ikaauwai@hawaii.edu)
- Thomas No'eau Keopuhiwa, Interim Vice Chancellor for Student Affairs/Deputy Title IX Coordinator for Students  
(808) 245-8274  
[noeau.keopuhiwa@hawaii.edu](mailto:noeau.keopuhiwa@hawaii.edu)
- Andrew Yamamoto, Human Resources Manager/Deputy Title IX Coordinator for Employees  
(808) 245-8323  
[andrewty@hawaii.edu](mailto:andrewty@hawaii.edu)

Employees or applicants for employment requesting disability accommodations may contact:

- Andrew Yamamoto, Human Resources Manager/Deputy Title IX Coordinator/ADA Coordinator for Employees  
(808) 245-8323  
[andrewty@hawaii.edu](mailto:andrewty@hawaii.edu)

Individuals may also contact the offices below for information or to file a formal grievance:

- Hawai'i Civil Rights Commission (HCRC)  
830 Punchbowl St., Room 411  
Honolulu, HI 96813  
Telephone: (808) 274-3141, Ext. 6-8636  
Fax: (808) 586-8655  
TDD: (808) 586-8692  
Email: [DLIR.HCRC.INFOR@hawaii.gov](mailto:DLIR.HCRC.INFOR@hawaii.gov)  
<http://labor.hawaii.gov/hcrc>
- Office for Civil Rights (OCR)  
Seattle Office  
U.S. Department of Education  
915 Second Avenue Room 3310  
Seattle, WA 98174-1099  
Telephone: (206) 607-1600  
Fax: (206) 607-1601  
TDD: (800) 877-8339  
Email: [OCR.Seattle@ed.gov](mailto:OCR.Seattle@ed.gov)  
<http://www.ed.gov/ocr>
- U.S. Department of Justice Civil Rights Division  
950 Pennsylvania Avenue, N.W.  
Educational Opportunities Section, PHB  
Washington, D.C. 20530  
Telephone: (202) 514-4092 or (877) 29-3804 (toll-free)  
Fax: (202) 514-8337  
Email: [education@usdoj.gov](mailto:education@usdoj.gov)  
<https://www.justice.gov/crt>
- United States Equal Employment Opportunity Commission (EEOC)  
Honolulu Local Office  
Prince Jonah Kuhio Kalaniana'ole Federal Building  
300 Ala Moana Boulevard, Room 4-257  
Honolulu, HI 96805  
Telephone: 1-800-669-4000  
1-800-669-6820 (TTY for Deaf/Hard of Hearing callers only)  
1-844-234-5122 (ASL Video Phone for Deaf/Hard of Hearing callers only)  
Fax: (808) 541-3390  
Email: [info@eeoc.gov](mailto:info@eeoc.gov)  
<https://www.eeoc.gov/>

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