

# **GRAND RAPIDS COMMUNITY COLLEGE**

## **AGENDA OF BOARD OF TRUSTEES**



**MONDAY, MARCH 20, 2023  
4:15 PM  
BOARD CHAMBERS  
143 BOSTWICK NE  
GRAND RAPIDS, MI**

# GRAND RAPIDS COMMUNITY COLLEGE BOARD OF TRUSTEES



**David J. Koetje**  
Chairperson  
2024



**Kenyatta Brame**  
Vice Chairperson  
2028



**Sheryl Siegel**  
Treasurer  
2024



**Kathleen Bruinsma**  
Secretary  
2028



**Brandy Lovelady Mitchell**  
Trustee  
2026



**Daniel Williams**  
Trustee  
2026



**Salvador Lopez**  
Trustee  
2028



**Charles W. Lepper, Ph.D.**  
President

Minutes of this and all proceedings of the board may be obtained in the office of the Board of Trustees;  
GRCC DeVos Campus, Administration Building, Room 202; 415 Fulton St. E; Grand Rapids, MI 49503; Phone (616) 234-3901.

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GRAND RAPIDS COMMUNITY COLLEGE  
REGULAR BOARD OF TRUSTEES MEETING  
MONDAY, MARCH 20, 2023  
VIRTUAL - 4:15 p.m.  
ORDER OF BUSINESS

**I. GENERAL BUSINESS**

- A. Call to Order
- B. Introduction of Guests
- C. Review and Approval of Agenda to include additions, deletions, or corrections.
- D. Open Comments
  - Open comments in this section of the agenda are limited to comments specifically related to today's board agenda.
- E. Special Order of Business (New Business)
  - 2024 Estimate of Taxes and Appropriation

**II. MONITORING REPORTS**

- F. Report (s)
  - Finance Update – Lisa Freiburger to present.

**III. UPDATES**

- G. Student Report
- H. Foundation Update (Quarterly Report)
- I. Board Chair Report
- J. President's Update – Charles W. Lepper, Ph.D.
- K. Faculty Association Update

**IV. COMMUNITY CONNECTIONS**

- L. Communications to the Board

**V. CONSENT ITEMS**

These items will be adopted as a group without specific discussion. When approving the meeting agenda, any board member may request that a consent agenda item be moved to the regular agenda for discussion or questions. *Recommended that the following items be approved as presented:*

- M. Minutes of previous meetings, Grant Awards/Requests, Personnel Transactions, & Financial Transactions
  - Minutes from February 20, 2023 Board Meeting & March 8, 2023 Work Session
  - Grants Received February 1 – 28, 2023

**VI. ACTION ITEMS**

- N. Purchases over \$100,000
- O. Tuition Rates 2023-2024

**VII. OPEN COMMENT** (*Faculty, staff, students, and the Public are invited to address the Board on any matter.*)

**VIII. FINAL BOARD COMMENTS**

**IX. ADJOURNMENT**

Next Meeting of the Board:

- Monday, April 19, 2023, Work Session, 2:00 p.m.
- Monday, May 1, 2023, Budget Work Session, 4:15 p.m.
- Monday, May 15, 2023, Board Meeting, 4:15 p.m.

## **GENERAL BUSINESS**

- A. Call to Order
- B. Introduction of Guests
- C. Review and Approval of Agenda to include additions, deletions, or corrections.
- D. Open Comments
  - Open comments in this section of the agenda are limited to comments specifically related to today's board agenda.
- E. Special Order of Business (New Business)
  - 2024 Estimate of Taxes and Appropriation

## **MONITORING REPORTS**

### F. Report (s)

- Finance Update – Lisa Freiburger

## **UPDATES**

- G. Student Report – None at this time.
- H. Foundation Update – None at this time.
- I. Board Chair Update
- J. President’s Update – Charles W. Lepper, Ph.D.
- K. Faculty Association Update – None at this time.

## April 2023 Events on Campus

**Event:** Dr. Lepper Greater Grand Rapids  
Community

Introduction Reception

**Date:** Monday, April 10

**Time:** 4 - 6 p.m.

**Location:** Wisner-Bottrall Applied  
Technology Center

- Secchia Piazza

**Hosted by:** GRCC Foundation

**Open to the public:** No

**Event:** Interfaith Literacy: What is Peace?

**Date:** Tuesday, April 18

**Time:** 5:00 - 6:30 p.m.

**Location:** LRC 123

**Hosted by:** Office of Diversity, Equity, and  
Inclusion

**Open to the public:** Yes

Admission: Free

**Event:** Hope Network Hiring Event

**Date:** Tuesday, April 11

**Time:** 11 a.m. – 4 p.m.

**Location:** RJF 301

**Hosted by:** Office of Diversity, Equity,  
and Inclusion

**Open to the public:** Yes

Admission: Free

**Event:** GRCC Police Academy Graduation

**Date:** Thursday, April 27

**Time:** 6 p.m.

**Location:** GRCC Ford Fieldhouse

(or <https://vimeo.com/event/2765135/019ed7957c>)

**Hosted by:** GRCC Police

Academy/Criminal

Justice Department

**Open to the public:** Yes

Admission: Free

**Event:** Dr. Lepper Ottawa  
County Community

Introduction Reception

**Date:** Wednesday, April 12

**Time:** 4 - 6 p.m.

**Location:** Lakeshore Campus

**Hosted by:** GRCC Foundation

**Open to the public:** No

**Event:** 2023 GRCC All Employee  
Appreciation

& Recognition

**Date:** Friday April 28, 2023

**Time:** 11:30 a.m. - 1:30 p.m.

**Location:** Secchia Piazza/Heritage

Restaurant &

ATC Banquet Rooms

**Hosted by:** GRCC HR

**Open to the public:** No - GRCC employees  
only

**Event:** Diversity Lecture Series: Ricardo  
Tavarez:

Becoming an Out and Proud Afro-Latino  
Gay Man

**Date:** Wednesday, April 12

**Time:** 4 – 5 p.m.

**Location:** Hybrid, ATC 168

**Hosted by:** Office of Diversity, Equity, and  
Inclusion

**Open to the Public:** Yes

Admission: Free

## **COMMUNITY CONNECTIONS**

- L. Communications to the Board



## CONSENT ITEMS

- M. Minutes of previous meetings, Grant Awards/Requests, Personnel Transactions, & Financial Transactions
- Minutes from February 20, 2023 Board Meeting & March 8, 2023 Work Session
  - No Grants received for February 1 – 28, 2023.

## PERSONNEL REPORT

### GRCC Employees on the Move from February, 1 2023 – March, 1 2023

#### WELCOME TO GRCC

##### New Hire

Tina Hoxie

Provost & Academic Affairs, Interim Provost & Executive VP ASA

Effective date: February 1, 2023

Sara Krosschell

Accounting & Budgets, Senior Accountant

Effective date: February 13, 2023

Jasmin Dykstra

Job Training, Support Professional

Effective date: February 20, 2023

Lisa Carlson

Training Solutions, Support Professional

Effective date: February 27, 2023

Rebecca Rogers

College Advancement, Support Professional

Effective date: February 27, 2023

Eric Nysten

Custodian, Custodian I

Effective date: February 27, 2023

Brady Siefker

Human Resources, Employee Leave and Compliance Specialist

Effective date: March 6, 2023

## **CONGRATULATIONS ON YOUR NEW POSITION**

### **Transfers:**

Micaela Larva

Transfer to: Student Records,  
Support Professional

Transfer from: Student Financial Services, Support Professional

Effective date: March 20, 2023

Jessica Pierce

Transfer to: Training Solutions, Program Manager, Non-Credit Health Programs

Transfer from: Training Solutions, Program Manager, Job Corp Scholars

Effective date: March 13, 2023

Lizbeth Vargas

Transfer to: TRIO Educational Opportunities Center, Student Success (title)

Transfer from: TRIO Educational Opportunities Center, Front Desk Assistant

Effective date: March 6, 2023

Colin Day

Transfer to: Academic Applications, Associate Enterprise Analyst

Transfer from: Information Technology, Customer Support Tech.

Effective date: March 06, 2023

Elaine Yeiter

Transfer to: Academic Support & Tutoring Services, Tutorial Coordinator

Transfer from: Nursing, Adjunct

Effective date: March 6, 2023

Shih-wei (Wayne) Hsieh

Transfer to: Academic Support & Tutoring Services, Tutorial Coordinator

Transfer from: Mathematics, Adjunct Faculty

Effective date: February 13, 2023

Michael Wemmer

Transfer to: Training Solutions, Data Tracking Specialist

Transfer from: Training Solutions, Educational Training Specialist

Effective date: February 13, 2023

Diego Roman

Transfer to: Training Solutions, Program Manager - HRSA Grant

Transfer from: Training Solutions, Job Developer

Effective date: February 13, 2023

Justin Vogelar

Transfer to: Instructional Support & Institutional Planning, Distance Education Specialist

Transfer from: IT Customer Support, Support Tech Level II

Effective date: February 27, 2023

## **THANK YOU FOR YOUR SERVICE**

### **Separations**

Frederick Bauman  
Academic Applications, Enterprise Application Analyst  
Effective date: March 18, 2023

Toni Chatman  
Early Childhood Learning Lab, Assistant to Preschool Instructor  
Effective date: February 11, 2023

Kaitlin Cesternino  
Media Technologies, Support Professional  
Effective date: February 24, 2023

Kelly Domagala  
Nursing, Assistant Professor  
Effective date: February 24, 2023

Joshua Engwall  
Customer Support, Computer Tech Level 1  
Effective date: March 4, 2023

### **Retirements:**

Victoria Meyer  
Nursing, Professor  
Effective date: March 15, 2023

Rebecca Brinks  
Education & Child Development, Department Head & Professor  
Effective date: July 1, 2023

**Financial Transactions**

N. Purchases (February 1-28, 2023)

**1. Purchases \$25,000-\$100,000**

**a. General Fund**

- 1) Purchase order issued to provide increase to blanket purchase order for ASL interpreting services.

**Requestor:** Jenna Hess – Disability Support Services

**Expenditure:** \$31,500.00 (11-2271)

**Disposition:** Recurring Purchase

**Supplier:** Deaf and Hard of Hearing Services

Grand Rapids, MI

Source of Funds: General Fund

Bid: No, sole source

**b. Other Special Funds**

- 1) Purchase order issued to provide upgrade to flooring as well as north ceiling areas in Student Life.

**Requestor:** Jim Vandokkumburg - Facilities

**Expenditure:** \$39,760.00 (42-2330-GENERAL)

**Disposition:** New Purchase

**Supplier:** BCI Construction LLC

Grand Rapids, MI

Source of Funds: Plant Fund

Bid: Yes, RFP #1920-5226

GRAND RAPIDS COMMUNITY COLLEGE  
2022-2023 GENERAL OPERATING FUND BUDGET REPORT  
FOR THE PERIOD ENDED FEBRUARY 28, 2023

	MONTHLY ACTIVITY 2/28/23	MONTHLY ACTIVITY 02/28/22	YEAR-TO- DATE 2/28/23	YEAR-TO- DATE 2/28/22
<b>REVENUE:</b>				
TUITION	(52,045)	46,993	35,800,130	38,136,721
FEES	119,445	29,206	6,185,323	7,676,382
PROPERTY TAX	520,002	476,989	37,430,782	35,401,866
STATE AID	2,808,043	2,801,170	14,302,866	14,569,564
INTEREST	239,910	26,048	779,779	259,110
MISCELLANEOUS	10,753	29,522	516,136	632,324
<b>TOTAL REVENUE</b>	<b>3,646,108</b>	<b>3,409,928</b>	<b>95,015,016</b>	<b>96,675,967</b>
<b>EXPENSE:</b>				
<b>SALARIES:</b>				
INSTRUCTION	2,542,246	2,608,669	17,078,688	17,829,007
COUNSELING	146,089	101,887	847,134	651,439
LIBRARIAN	43,917	44,290	297,526	302,611
ADMINISTRATION	472,774	403,793	3,285,483	3,338,289
ADMINISTRATIVE SUPPORT	96,218	92,748	777,004	723,477
TECHNICAL SUPPORT	667,341	575,998	5,165,233	5,212,462
SECRETARIAL	331,265	355,959	2,589,851	2,625,283
BLDG OPERATIONS	343,942	305,316	2,686,722	2,711,252
STUDENT ASSISTANT	83,966	48,371	569,490	332,091
<b>TOTAL SALARIES</b>	<b>4,727,758</b>	<b>4,537,031</b>	<b>33,297,131</b>	<b>33,725,911</b>
<b>NON-SALARY:</b>				
FRINGE BENEFITS	2,941,799	3,586,005	19,135,146	19,593,777
CONTRACTED SERVICES	217,907	314,295	3,014,814	2,854,571
SUPPLIES & REPAIRS	312,831	340,529	2,922,034	2,934,246
UTILITIES & RENT	313,534	292,083	2,472,837	2,489,187
TRANSFERS	29,133	526,866	615,172	956,359
OTHER COSTS	130,517	188,013	1,110,876	954,980
EQUIPMENT	17,683	12,013	211,687	124,143
CONTINGENCY	-	-	-	-
<b>TOTAL NON-SALARY</b>	<b>3,963,404</b>	<b>5,259,804</b>	<b>29,482,566</b>	<b>29,907,263</b>
<b>TOTAL EXPENSE</b>	<b>8,691,162</b>	<b>9,796,835</b>	<b>62,779,697</b>	<b>63,633,174</b>
<b>NET REVENUE (EXPENSE)</b>	<b>(5,045,054)</b>	<b>(6,386,907)</b>	<b>32,235,319</b>	<b>33,042,793</b>

GRAND RAPIDS COMMUNITY COLLEGE  
2022-2023 GENERAL OPERATING FUND BUDGET REPORT  
FOR THE PERIOD ENDED FEBRUARY 28, 2023

GENERAL OPERATING	ADOPTED BUDGET	2022/2023 ACTUAL 02/28/2023	PERCENTAGE
REVENUE:			
TUITION	40,600,000	35,800,130	88.18%
FEES	7,425,000	6,185,323	83.30%
PROPERTY TAX	38,070,000	37,430,782	98.32%
STATE AID	30,222,000	14,302,866	47.33%
INTEREST	200,000	779,779	389.89%
MISCELLANEOUS	1,860,000	516,136	27.75%
<b>TOTAL REVENUE</b>	<b>118,377,000</b>	<b>95,015,016</b>	<b>80.26%</b>
EXPENSE:			
SALARIES:			
INSTRUCTION	32,195,000	17,078,688	53.05%
COUNSELING	1,950,000	847,134	43.44%
LIBRARIAN	600,000	297,526	49.59%
ADMINISTRATION	5,650,000	3,285,483	58.15%
ADMINISTRATIVE SUPPORT	1,320,000	777,004	58.86%
TECHNICAL SUPPORT	8,900,000	5,165,233	58.04%
SECRETARIAL	5,060,000	2,589,851	51.18%
BLDG OPERATIONS	4,770,000	2,686,722	56.33%
STUDENT ASSISTANT	1,320,000	569,490	43.14%
EST SAVINGS ON OPEN POSITIONS	(500,000)		
<b>TOTAL SALARIES</b>	<b>61,265,000</b>	<b>33,297,131</b>	<b>54.35%</b>
NON-SALARY:			
FRINGE BENEFITS	36,787,000	19,135,146	52.02%
CONTRACTED SERVICE	4,486,040	3,014,814	67.20%
SUPPLIES & REPAIRS	5,292,384	2,922,034	55.21%
UTILITIES & RENT	4,384,462	2,472,837	56.40%
TRANSFERS	2,838,104	615,172	21.68%
OTHER COSTS	3,090,651	1,110,876	35.94%
EQUIPMENT	329,863	211,687	64.17%
CONTINGENCY	224,000	-	0.00%
EST SAVINGS ON CONTROLLABLES	(500,000)		
<b>TOTAL NON-SALARY</b>	<b>56,932,504</b>	<b>29,482,566</b>	<b>51.79%</b>
<b>TOTAL EXPENSE</b>	<b>118,197,504</b>	<b>62,779,697</b>	<b>53.11%</b>
<b>NET REVENUE (EXPENSE)</b>	<b>179,496</b>	<b>32,235,319</b>	

GRAND RAPIDS COMMUNITY COLLEGE  
 2022 - 2023 DESIGNATED FUND BUDGET REPORT  
 FOR PERIOD ENDING FEBRUARY 28, 2023

DESIGNATED	2022 - 2023		PERCENTAGE
	ADOPTED BUDGET	ACTUAL 2/28/23	
<b>REVENUE:</b>			
CONTRACTED TRAINING	1,599,585	883,645	55.24%
OTHER MISCELLANEOUS LOCAL	1,102,179	99,753	9.05%
<b>TOTAL REVENUE</b>	<b>2,701,764</b>	<b>983,398</b>	<b>36.40%</b>
<b>EXPENSES:</b>			
<b>SALARIES</b>			
INSTRUCTION	403,780	242,858	60.15%
ADMINISTRATION	441,016	301,126	68.28%
CUSTODIANS & SECURITY	34,100	11,481	33.67%
SECRETARIAL	21,564	7,301	33.86%
STUDENT ASSISTANTS	34,605	9,544	27.58%
<b>TOTAL SALARIES</b>	<b>935,065</b>	<b>572,311</b>	<b>61.21%</b>
<b>NON-SALARY</b>			
FRINGE BENEFITS	400,570	216,320	54.00%
CONTRACTED SERVICES	920,480	722,265	78.47%
SUPPLIES & REPAIRS	736,306	271,090	36.82%
UTILITIES & RENTALS	1,850	0	0.00%
CAPITAL OUTLAY	19,100	11,137	58.31%
TRANSFERS	(1,388,104)	(233,067)	16.79%
OTHER	121,007	24,653	20.37%
<b>TOTAL NON-SALARY</b>	<b>811,009</b>	<b>1,012,399</b>	<b>124.83%</b>
<b>TOTAL EXPENSE</b>	<b>1,746,074</b>	<b>1,584,709</b>	<b>90.76%</b>
<b>NET REVENUE (EXPENSE)</b>	<b>955,690</b>	<b>(601,311)</b>	

GRAND RAPIDS COMMUNITY COLLEGE  
 BUILDING & SITE FUND - GENERAL  
 FOR PERIOD ENDED Feb 28, 2023

	ADOPTED BUDGET	ACTUAL 2/28/23	PERCENTAGE
REVENUE:			
PROPERTY TAXES	10,150,000	9,957,238	98.10%
INVESTMENT EARNINGS	340,000	0	0.00%
TRANSFER FROM GENERAL FUND	1,250,000	0	0.00%
DONATIONS	900,000	0	0.00%
FACILITIES FEE	1,900,000	1,780,200	93.69%
TOTAL REVENUE	14,540,000	11,737,438	80.73%
EXPENSES:			
MAINTENANCE & OTHER	6,125,000	3,187,774	52.05%
PUBLIC SAFETY CENTER	7,000,000	0	0.00%
PIAZZA	2,420,000	1,667,038	68.89%
OTHER PROJECTS	100,000	99,562	99.56%
TRANSFERS TO DEBT FUND	3,120,000	0	0.00%
TOTAL EXPENSES	18,765,000	4,954,374	26.40%
NET REVENUE (EXPENSE)	(4,225,000)	6,783,064	



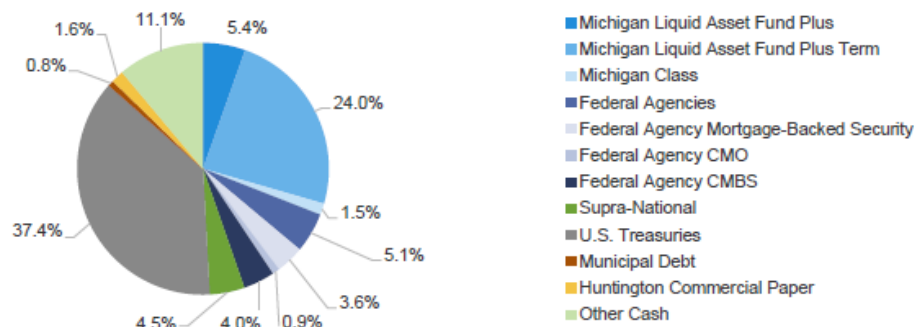
PLANT FUND - DEBT RETIREMENT FUND  
2022-23 FISCAL YEAR

	BUDGET	ACTUAL 02/28/2023
<b>REVENUE</b>		
TRANSFER FROM PLANT - FACILITIES FEE	1,983,976	0
TRANSFER FROM PLANT - GENERAL	1,151,024	0
<b>TOTAL REVENUE</b>	<b>3,135,000</b>	<b>0</b>
<b>EXPENSE</b>		
2012 ISSUE - REFUNDING		
PRINCIPAL	205,000	0
INTEREST	6,406	3,203
OTHER EXPENSE	100	100
<b>TOTAL EXPENSE</b>	211,506	3,303
2019 ISSUE - 2009 REFUNDING		
PRINCIPAL	680,000	0
INTEREST	257,450	128,725
OTHER EXPENSE	500	0
<b>TOTAL EXPENSE</b>	937,950	128,725
2020 ISSUE - 2012 REFUNDING		
PRINCIPAL	1,755,000	0
INTEREST	228,476	114,238
OTHER EXPENSE	500	500
<b>TOTAL EXPENSE</b>	1,983,976	114,738
<b>GRAND TOTAL EXPENSE</b>	<b>3,133,432</b>	<b>246,766</b>

# Aggregate Cash and Investments

Period Ended  
February 28, 2023

Security Type	Market Value	% of Total
Michigan Liquid Asset Fund Plus	\$6,791,208	5.4%
Michigan Liquid Asset Fund Plus Term	\$30,000,000	24.0%
Michigan Class	\$1,837,124	1.5%
Federal Agencies	\$6,407,472	5.1%
Federal Agency Mortgage-Backed Security	\$4,527,611	3.6%
Federal Agency CMO	\$1,173,775	0.9%
Federal Agency CMBS	\$5,018,594	4.0%
Supra-National	\$5,601,081	4.5%
U.S. Treasuries	\$46,630,966	37.4%
Municipal Debt	\$945,372	0.8%
Huntington Commercial Paper	\$2,024,783	1.6%
Other Cash	\$13,856,078	11.1%
<b>Total</b>	<b>\$124,814,065</b>	<b>100.0%</b>



The above information includes all the College's cash and investments.

**ACTION ITEMS**

**O. Purchases over \$100,000**

**a. General Fund**

Requested permission to increase blanket purchase order to provide additional transportation cost for the rest of the winter semester for athletics.

**Requestor:** Lauren Ferullo - Athletics  
**Expenditure:** \$20,000.00 (total BPO \$130,000) (11-2512)  
**Disposition:** Additional Cost Purchase  
**Supplier:** Compass Coach  
Grand Rapids, MI  
Source of Funds: General Fund  
Bid: Yes, RFP #2223-7165

**b. Other Special Funds**

1) Requested permission to issue purchase order to provide the Science Building HVAC control upgrade.

**Requestor:** Jim Vandokkumburg - Facilities  
**Expenditure:** \$306,752.00 (2330-42-GENERAL)  
**Disposition:** Recurring Purchase  
**Supplier:** Trane  
Grand Rapids, MI  
Source of Funds: Plant Fund  
Bid: No, sole source

**ACCOUNTS:**

- 11 – General Fund
- 14 – Auxiliary Fund
- 15 – Designated Fund
- 42 – Bonds, Plant Fund
- 51 – Grants
- 91 – Agency Funds

**KEY:**

- \* MBE
- \*\* WBE
- \*\*\* M/WBE
- \*\*\*\*MLBE
- # - Non Responsive Bid
- NTE - Not to exceed

Sole Source: A single supplier that controls the supply of products or services in a defined market. Typically the product of market conditions such as: technology leadership, patent protection, limited or exclusive distributorship, etc.

Single Source: Supplier selection is determined by objective business decisions such as: leveraged volume purchase contracts, standardization programs, OEM (original equipment manufacturer) parts/service, just in time delivery requirements, etc.

P. Tuition Rates 2023-24

**Vision:** GRCC provides relevant educational opportunities that are responsive to the needs of the community and inspires students to meet economic, social and environmental challenges to become active participants in shaping the world of the future.

**Mission:** GRCC is an open access college that prepares individuals to attain their goals and contribute to the community.

**Values:**

**Excellence** – We commit to the highest standards in our learning and working environment.

**Diversity** – We create an inclusive, welcoming, and respectful environment that recognizes the value, diversity, and dignity of each person.

**Responsiveness** – We anticipate and address the needs of students, colleagues, and community.

**Innovation** – We seek creative solutions through collaboration, experimentation, and adaptation.

**Accountability** – We set benchmarks and outcomes to frame our decision-making, measure our performance, and evaluate our results.

**Sustainability** – We use resources in responsible ways to achieve balance among our social, economic, and environmental practices and policies.

**Respect** – We treat others with courtesy, consideration, and civility.

**Integrity** – We commit to GRCC values and take personal responsibility for our words and actions.

**Strategic Goals:**

**Strategic Goal #1: Teaching and Learning**– The College develops curriculum and curriculum delivery, and supports instruction that measurably improves student learning..

**Strategic Goal #2: Completion and Transfer** – The College sustains and continuously improves our focus on successful student goal achievement whether that be completion of a degree/ credential, transfer to another college, or personal interest/skill attainment

**Strategic Goal #3:** The College works to create and support equitable practices across the institution to remove barriers and ensure high comparable outcomes for all identifiable groups.

**Strategic Goal #4:** The College seeks to positively impact the community by educating and training students with relevant skills so that they are retained in the service region holding living-wage jobs, as well as through collaborations/ events with education and community partners.

**Strategic Goal #5:** The College effectively plans for and uses our resources to preserve and enhance the institution.

*Grand Rapids Community College creates an inclusive learning and working environment that recognizes the value and dignity of each person. It is the policy and practice of GRCC to provide equal educational and employment opportunities regardless of age, race, color, religion, marital status, sex/gender, pregnancy, sexual orientation, gender identity, gender expression, height, weight, national origin, disability, political affiliation, familial status, veteran status or genetics in all programs, activities, services, employment and advancement including admissions to, access to, treatment in, or compensation in employment as required by state and federal law. GRCC is committed to reviewing all aspects of GRCC programs, activities, services and employment, including recruitment, selection, retention and promotion to identify and eliminate barriers in order to prevent discrimination on the basis of the listed protected characteristics. The college will not tolerate any form of retaliation against any person for bringing charges of discrimination or participating in an investigation. Further information may be obtained from the EEO Office or the Office of General Counsel, 143 Bostwick Avenue NE, Grand Rapids, MI 49503-3295.*