

Civil Rights Compliance Reviews

Overview

The Wisconsin Technical College System office is authorized to conduct on-site reviews of colleges to ensure compliance with federal civil rights laws. These reviews focus on preventing discrimination based on race, color, national origin, sex, and disability in vocational education programs. The findings from these reviews are compiled into a biennial Civil Rights Compliance Report submitted to the [Office for Civil Rights \(OCR\)](#).

Purpose

The primary goal of these reviews is to:

- Ensure equal access to educational opportunities.
- Identify and eliminate discriminatory practices.
- Promote an inclusive and supportive learning environment for all students.

Legal Framework

Our reviews are guided by the following federal laws:

Title VI of the Civil Rights Act of 1964

- Prohibits discrimination based on race, color, and national origin.
- Applicable to recipients of federal financial assistance.
- Regulations: 34 C.F.R. Part 100.

Title IX of the Education Amendments Act of 1972

- Prohibits discrimination based on sex in educational programs or activities receiving federal financial assistance.
- Regulations: 34 C.F.R. Part 106.

Section 504 of the Rehabilitation Act of 1973

- Prohibits discrimination based on disability by recipients of federal financial assistance.
- Regulations: 34 C.F.R. Part 104.

Title II of the Americans with Disabilities Act of 1990

- Prohibits discrimination based on disability by public entities.
- Regulations: 28 C.F.R. Part 35.

Review Process

1. Data Analysis
 - a. Collection and analysis of population, student and employment demographic data and completion metrics to assess gaps in student access and success within Career and Technical Education (CTE).
2. Scheduling and Preparation
 - b. Coordination with college administration to schedule on-site reviews, interviews, and focus groups.
 - c. Access to college intranet and online resources for desk audits.
3. Desk Audit
 - d. Review of policies, procedures, and online resources to ensure compliance.
4. On-Site Review
 - e. Conduct interviews and focus groups to assess compliance and campus climate.
5. Facility Reviews
 - f. Evaluation of all college facilities for accessibility compliance (e.g., Americans with Disabilities Act).
6. Letter of Findings (LOF) *issued within 30 days of review completion*
 - g. Summary of review activities and findings, including areas of non-compliance and recommendations for corrective actions.
7. Voluntary Compliance Plan (VCP) *due within 90 days of VCP*
 - h. College submits a plan outlining specific actions to address non-compliance issues with timeline.
8. Monitoring and Follow-up
 - i. Ongoing monitoring of the college's progress on VCP action items and follow-up site visits to verify compliance.

Importance

Conducting these reviews is essential to:

- Uphold the principles of equity and non-discrimination.
- Ensure compliance with federal laws and regulations.
- Foster a diverse and inclusive educational environment.

For more information or questions, please contact:

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