

NONDISCRIMINATION STATEMENT

The College of Holy Cross rejects and condemns all forms of harassment, wrongful discrimination, retaliation and disrespect and is committed to sustaining a welcoming environment for everyone and especially for those vulnerable to discrimination on the basis of race, religion, color, national origin, age, marital or parental status, veteran status, sex, disability, genetic information, sexual orientation or gender identity. It is the policy of the College to adhere to all applicable state and federal laws prohibiting discrimination. The College does not discriminate unlawfully in admission to, access to, treatment in or employment in its programs and activities on the basis of a person's race, religion, color, national origin, age, marital or parental status (including pregnancy and pregnancy related condition¹), veteran status, sex, disability, genetic information, sexual orientation, gender identity or any other legally protected status, while reserving its right where permitted by law to take action designed to promote its Jesuit and Catholic mission.

Unlawful discrimination, harassment, including, but not limited to sexual violence and sexual misconduct, and retaliation are prohibited and will not be tolerated at the College. Such behavior violates College policies and may result in disciplinary action, up to and including termination or dismissal from the College. To review the College's policies regarding discrimination and harassment and related investigation and resolution procedures, please see the following links: [Sexual Misconduct Policy](#) and [Equal Opportunity and Discriminatory Harassment Policy](#).

The College has designated the Director of Title IX and Equal Opportunity (who also serves as the College's Title IX Coordinator and ADA/504 Coordinator) to oversee its compliance with state and federal non-discrimination and equal opportunity laws including, but not limited to Title IX of the Education Amendments Act of 1972 (Title IX), Section 504 of the Rehabilitation Act of 1973 (504), the Americans with Disabilities Act of 1990 (ADA) and the Age Discrimination Act. Anyone with questions, concerns or complaints regarding discrimination, discriminatory harassment or retaliation may contact the Director of Title IX and Equal Opportunity.

Derek DeBobes
Director of Title IX and Equal Opportunity
Hogan Campus Center - Suite 505
508-793-3336
ddebobes@holycross.edu

¹ This includes the right to reasonable accommodations in connection with pregnancy or a condition related to pregnancy including, but not limited to, lactation, or the need to express breast milk for a nursing child. Please see the Reasonable Accommodation Procedures for Employees, Applicants for Employment and Third Parties (available at https://www.holycross.edu/sites/default/files/files/policyprocedure/adminfinance/final_procedures_for_applicant_and_employees_9-21-2018.pdf) for further information.

In addition to the College's policies and procedures regarding discrimination and harassment, individuals who believe that they have been subjected to unlawful discrimination, harassment, or retaliation may file a complaint with government authorities by contacting the appropriate agency listed below:

The U.S. Department of Education

Office for Civil Rights
5 Post Office Square, 8th Floor
Boston, MA 02109-1424
(617) 289-0111
Fax (617) 289-0150; TDD (877) 521-2172
ocr.boston@ed.gov

Equal Employment Opportunity Commission

John F. Kennedy Federal Building,
475 Government Center
Boston, MA 02203
(617) 565-3200/(800) 669-4000

Massachusetts Commission Against Discrimination

Worcester City Hall
484 Main Street, Rm. 320
Worcester, MA 01608
(508) 453-3630

Boston Office
One Ashburton Place
Sixth Floor, Room 601
Boston, MA 02108
(617) 994-6000

Springfield Office
436 Dwight Street
Second Floor, Room 220
Springfield, MA 01103
(413) 739-2145

New Bedford Office
800 Purchase Street
Room 501
New Bedford, MA 02740
(508) 990-2390