

## 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 condition<sup>1</sup>), 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 [Discriminatory Harassment Policy](#).

The College has designated the Director of Human Resources and the Title IX Coordinator to oversee its compliance with state and federal non-discrimination and equal opportunity laws including, but not limited to the Title IX Coordinator with respect to the Title IX of the Education Amendments Act of 1972 (Title IX) and the Director of Human Resources with respect to 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 Human Resources or the Title IX Coordinator.

David Achenbach  
Director of Human Resources  
College of the Holy Cross  
One College Street  
O'Kane 72  
Worcester, MA 01610  
[dachenba@holycross.edu](mailto:dachenba@holycross.edu)  
(508) 793-3320

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<sup>1</sup> 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\\_7-25-2018\\_1.pdf](https://www.holycross.edu/sites/default/files/files/policyprocedure/adminfinance/final_procedures_for_applicant_and_employees_7-25-2018_1.pdf)) for further information.

Jamie Hoag  
Interim Director of Title IX Initiatives  
College of the Holy Cross  
505 O'Kane Hall, Room 175 Worcester, MA 01610  
508-793-3336  
[titleIX@holycross.edu](mailto:titleIX@holycross.edu)

The College has appointed the following individuals to serve as Deputy Title IX Coordinators:

Deputy Title IX Coordinators:

David Achenbach  
Director of Human Resources  
Human Resources  
O'Kane Hall, Room 072  
508-793-2426  
[dachenba@holycross.edu](mailto:dachenba@holycross.edu)

Denielle Burl  
Chief Risk & Compliance Officer  
O'Kane Hall, Room 158  
508-793-2339  
[dburl@holycross.edu](mailto:dburl@holycross.edu)

Paul Irish  
Associate Dean of Students  
Hogan Campus Center, Room 109  
508-793-2669  
[pirish@holycross.edu](mailto:pirish@holycross.edu)

Ellen Keohane  
Chief Information Officer  
Smith Hall, Room 101  
508-793-2477  
[ekeohane@holycross.edu](mailto:ekeohane@holycross.edu)

Rose Shea  
Senior Associate Director of Athletics/Senior Woman Administrator  
Luth Athletic Complex, Room 243B

508-793-2318  
[rshea@holycross.edu](mailto:rshea@holycross.edu)

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](mailto: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