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 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
(508) 793-3320

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_7-25-2018_1.pdf) for further information.
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

Denielle Burl  
Chief Risk & Compliance Officer  
O’Kane Hall, Room 158  
508-793-2339  
dburl@holycross.edu

Paul Irish  
Associate Dean of Students  
Hogan Campus Center, Room 109  
508-793-2669  
pirish@holycross.edu

Ellen Keohane  
Chief Information Officer  
Smith Hall, Room 101  
508-793-2477  
ekeohane@holycross.edu

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