

Wellesley College Notice of Non-Discrimination

Commitment to Non-Discrimination

Wellesley College is committed to providing equal opportunity in employment and education to all employees, students, and applicants. No employee, student, or applicant shall be discriminated against or harassed on the basis of race, religion, color, sex, age, ethnic or national origin or ancestry, veteran status, physical or mental disability, pregnancy, sexual orientation, gender identity or expression, genetic information, veteran or military status, membership in Uniformed Services, or any category protected by applicable state and federal laws. Similarly, Wellesley College is committed to making its programs and campus accessible and compliant with all applicable non-discrimination laws.

Sexual harassment, including sexual violence, is a form of sex discrimination that is illegal under federal laws, including Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972, and Massachusetts General Laws.

To review the definitions of unlawful discrimination and harassment (including sexual harassment and sexual misconduct), go to:

<http://web.wellesley.edu/CMSPortalWeb/ShowProperty/BlueLive/binaries/departments/humanresources/files/current/administrative-handbook.pdf> or <http://www.wellesley.edu/DeanStudent/sm-policy.html>

Retaliation against any individual for making a complaint of conduct prohibited under this Notice, or for assisting in the investigation of such a complaint, is illegal and will not be tolerated. Any acts of retaliation will be subject to appropriate disciplinary action and sanctions (as noted below).

The College will investigate complaints of conduct prohibited under this Notice. Persons who engage in conduct prohibited under this Notice will be subject to disciplinary actions and sanctions. Disciplinary actions and sanctions will vary, depending upon the facts, and may include (but are not limited to) reprimand, change in work assignment, loss of privileges, mandatory training, removal from classes, programs, activities and/or campus, suspension, expulsion, termination of employment, and/or termination of the contractual or other relationship with the College.

Who to Contact with Questions and Where to File a Complaint

Wellesley students, employees, faculty, and visitors may contact the College's Title IX Coordinator to address questions about this Notice or to file a complaint of conduct that is prohibited under this Notice.

In addition, any Wellesley student who has a question about this Notice or about filing a complaint of conduct prohibited under this Notice may contact the College's Dean of Students Office. Any employee or visitor of the College who has a question about this Notice or about filing a complaint of conduct prohibited under this Notice may contact the

College's Human Resources Office. Any faculty member of the College who has a question about this Notice or about filing a complaint of conduct prohibited under this Notice may contact the College's Office of the Provost. Individuals may also seek assistance from the College's Campus Police Department, and/or the local police, in regard to reporting criminal complaints of sexual misconduct (or other criminal conduct). Additionally, individuals may contact the College's Office of Human Resources with questions about the College's process for requesting reasonable accommodations for qualified employees or candidates for employment who are disabled, or the Student Disabilities Officer regarding accommodations for students or applicants for admission to the College.

The contact information for the individuals mentioned in the above paragraph appears at the end of this Notice.

The Human Resources Office and/or the Office of the Provost (or appropriate designees) will investigate complaints of violations of conduct prohibited under this Notice that are brought by or against an employee or faculty member. To review the College's comprehensive policy prohibiting discrimination and harassment and procedures for filing a complaint, go to:
<http://web.wellesley.edu/CMSPortalWeb/ShowProperty/BlueLive/binaries/departments/humanresources/files/current/administrative-handbook.pdf>

The Dean of Students Office (or appropriate designees) will investigate complaints of violations of conduct prohibited under this Notice that are brought against a student of the College. The complaint will be investigated in accordance with the policies and procedures outlined in the Student Handbook. To review the College's Honor Code and Student-to-Student Sexual Misconduct policies for students, go to:
<http://web.wellesley.edu/web/StudentLife/TheHonorCode> and
<http://www.wellesley.edu/DeanStudent/sm-policy.html>

The College, through its Campus Police Office, will assist with and/or conduct investigations of conduct that necessitates its involvement due to allegations of certain criminal conduct.

If a complaint of sexual misconduct (or of other conduct prohibited under this Notice) is brought by a Wellesley student, employee, or faculty against a person who is not a member of the College community, the College will determine through which office it will be investigated. In addition, depending upon the facts and circumstances, the College, in its discretion and judgment, may determine that the allegations of sexual misconduct (or of other conduct prohibited under this Notice) will be investigated and resolved outside of the procedures described in the website links to this Notice, and may take interim actions as it deems appropriate to address the safety and protection of the College and community.

How to Contact Wellesley College's Title IX Coordinator and Other Persons Referenced in this Notice

Contact Information for Wellesley College's Title IX Coordinator

Kathryn Howe Stewart, Deputy Director of Human Resources, Green Hall,
kstewart@wellesley.edu 781-283-2214

Contact Information for Wellesley College's Human Resources Office

Eloise See McGaw, Asst. Vice-President and Director of Human Resources, Green Hall,
emcgaw@wellesley.edu, 781-283-2890

Carolyn Slaboden, Associate Director of Human Resources and Director of
Administrative Diversity and Inclusion, Green Hall, cslabode@wellesley.edu 781-283-
2216

Contact Information for Wellesley College's Office of the Provost

Andrew Shennan, Provost, Green Hall, ashennan@wellesley.edu 781-283-3583

Contact Information for Wellesley College's Dean of Students Office

Debra Demeis, Dean of Students, Green Hall, ddemeis@wellesley.edu 781-283-2323

Contact Information for Disability Services for Employees or Applicants for Employment

Jim Wice, Director of Disability Services, Clapp Library, Room 316,
jwice@wellesley.edu 781-283-2434

Contact Information for Disability Services for Students or Applicants for Admission

Jim Wice, Director of Disability Services, Clapp Library, Room 316,
jwice@wellesley.edu 781-283-2434

Contact Information for the College's Campus Police Department

Lisa Barbin, Director of Public Safety and Chief of Campus Police, Campus Police
Headquarters, lbarbin@wellesley.edu 781-283-2125

Contact Information for the Local Police

Town of Wellesley Police Department 781-235-1212 or Emergency 911

Contact Information for Outside Government Agencies

Individuals who believe that they have been subjected to sex discrimination, sexual harassment, sexual misconduct, or other acts of unlawful discrimination, harassment, or retaliation may file a complaint with the government agencies set forth below. (Using the College's complaint process does not prohibit an individual from filing a complaint with these agencies.)

1. The United States Equal Employment Opportunity Commission ("EEOC")
John F. Kennedy Federal Building
475 Government Center
Boston, MA 02203
(617) 565-3200
(800) 669-4000

2. Massachusetts Commission Against Discrimination ("MCAD")

Boston Office:	Worcester Office:	Springfield Office:
One Ashburton Place	455 Main Street	436 Dwight Street
Sixth Floor, Room 601	Room 100	Second Floor, Room 220
Boston, MA 02108	Worcester, MA 01610	Springfield, MA 01103
(617) 994-6000	(508) 799-8010	(413) 739-2145

3. Office of Civil Rights ("OCR") - Boston Office
US Department of Education
8th Floor
5 Post Office Square
Boston, MA 02109-3921
(617) 289-0111