

NONDISCRIMINATION STATEMENT AND NOTICE OF COMPLIANCE WITH TITLE IX

I. NONDISCRIMINATION STATEMENT

Union College (the “College”) is committed to maintaining an educational, employment, and business environment free of all forms of discrimination. The College provides full and equal access to its educational services, classes, and programs without regard to, and prohibits discrimination based on, the protected characteristics of national origin, religion, age, sex (gender), race, color, medical condition, ancestry, sexual orientation, gender identity, marital status, genetic history, veteran status, physical or mental disability, or because an individual is perceived to have one or more of the foregoing characteristics.

The College provides equal employment opportunities to all applicants and employees regardless of national origin, religion, age, sex (gender), race, color, medical condition, ancestry, sexual orientation, gender identity, marital status, genetic history, veteran status, physical or mental disability, or because an individual is perceived to have one or more of the foregoing characteristics. All employment decisions, including, but not limited to, hiring, retention, assignment, transfer, evaluation, dismissal, compensation, and advancement for all positions shall be based on job-related criteria as well as be responsive to College’s needs.

No person shall be denied the benefits of, or be subjected to discrimination, in whole or in part, on the basis of the foregoing categories, on the basis of these perceived characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics, in any program or activity that is administered by, funded directly by, or that receives any financial assistance from the College.

The College complies with the accessibility requirements of Section 504 of the Rehabilitation Act of 1973. The College will respond to, and resolve, prohibited discrimination complaints regarding accessibility as complaints of discrimination on the basis of disability.

The College also complies with the requirements of Title IX of the Education Amendments of 1972 (“Title IX”), which states:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

The College will take immediate and appropriate disciplinary action, up to and including, as appropriate, suspension, expulsion, and termination from employment or being banned from Union College properties, against individuals who violate the College’s anti-discrimination policies.

II. CONTACT INFORMATION

A. Title IX Coordinators

The Title IX Coordinators can assist with inquiries regarding this Statement, anti-discrimination policies, allegations of violations of anti-discrimination policies, and matters related to Title IX

enforcement on campus. The Title IX Coordinators, their roles, and their contact information are detailed below.

1. Lead Title IX Coordinator

The Lead Title IX Coordinator is responsible for implementing and monitoring Title IX Compliance on behalf of the College. This includes coordination of training, education, communications, and administration of grievance procedures for the handling of complaints alleging violations of this policy.

- **Lynn Smith, Coordinator of Personnel Services, tlsmith@unionky.edu 606-546-1206**

2. Title IX Coordinator

The Title IX Coordinator assists the Lead Title IX Coordinator with implementing and monitoring Title IX Compliance on behalf of the College. This includes assisting with training, education, communications, and administration of grievance procedures for the handling of complaints alleging violations of this policy.

- **Justin Kitts, Dean of Students, jkitts@unionky.edu 606-546-1233**

B. ANONYMOUS REPORTING

Campus Conduct Hotline is a confidential, independent, call-in service that provides a simple, anonymous way to help preserve the values and reputation of our institution. One phone call can alert the institution administration of violations of this policy that may affect the entire campus community.

Campus Conduct Hotline offers an easy, comfortable way to report activity or behavior observed or experienced on campus that is harmful, unethical, questionable, or causes personal injury. Anyone needing to make a report can simply dial toll-free **866-943-5787**.

C. OFFICE OF CIVIL RIGHT, DEPARTMENT OF EDUCATION

Inquiries regarding allegations of discrimination may also be brought to the Office of Civil Rights at the Department of Education:

Office for Civil Rights,
Philadelphia Office
U.S. Department of Education
The Wanamaker Building
100 Penn Square East, Suite 515
Philadelphia, PA 19107-3323
Telephone: (215) 656-8541

Facsimile: (215) 656-8605

Email: OCR.Philadelphia@ed.gov