

EQUAL OPPORTUNITY AND NONDISCRIMINATION POLICIES

MCLA is committed to a policy of nondiscrimination, equal opportunity, diversity, and affirmative action, and dedicated to providing educational, working, and living environments that value the diverse backgrounds of all people.

MCLA does not discriminate in admission or access to, or treatment or employment in, its educational programs and activities on the basis of race, color, religion, national origin, age, disability, gender, sex, sexual orientation, gender identity, gender expression, pregnancy and related conditions, genetic information, marital or parental status, or veteran status.

MCLA prohibits discrimination and discriminatory harassment on all of those bases. Such behaviors violate the Policy of Nondiscrimination and will not be tolerated. Such behaviors may result in disciplinary action up to and including termination or expulsion.

MCLA has appointed a Title IX Coordinator and Equal Opportunity Officer to oversee its compliance with this policy, as well as with the state and federal non-discrimination and equal opportunity laws. Anyone with questions, concerns, or complaints regarding discrimination, discriminatory harassment, or retaliation may contact the Director of Title IX and Equal Opportunity using the contact information below.

Justin MacDowell
Director of Title IX and Equal Opportunity
Office Location: Bowman Hall 309
Phone: 413-662-5571
Email: Justin.MacDowell@mcla.edu (%20Justin.MacDowell@mcla.edu)
or TitleIX@mcla.edu
Mailing Address: 375 Church Street, North Adams, MA 01247

It is also MCLA's policy to provide each student, employee, and other person having dealings with the institution with an environment free from sexual violence and all forms of misconduct on the basis of sex and gender. MCLA prohibits sex-based harassment, including rape, statutory rape, sexual assault, incest, domestic violence, dating violence, stalking, and retaliation. These behaviors violate the Policy of Nondiscrimination, will not be tolerated, and may result in disciplinary action, up to and including termination or expulsion.

MCLA's Title IX Coordinator can assist you to understand your rights and reporting options. Any person may report sex-based discrimination, including sex-based harassment, whether or not the person reporting is the person alleged to be the victim of conduct that could constitute discrimination or harassment. Reports can be made in person, by mail, by telephone, or by email using the contact information listed for the Title IX Coordinator, or by any other means that result in the Title IX Coordinator receiving the person's verbal or written report.

Reports may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator. If you make a report during non-business hours, the Title IX Coordinator will follow up with you when the office reopens. If you would like to speak to the Title IX Coordinator in person, please call or email to schedule an appointment.

Any person with questions or concerns about any form of sexual violence, sex and gender-based harassment, domestic violence, dating violence and stalking and/or retaliation may also contact:

The U.S. Department of Education Office for Civil Rights 33 Arch Street,
9th Floor, Boston, MA 02119-1424 (617) 289-0111/Fax (617) 289-0150,
TDD (877) 521-2172 OCR.Boston@ed.gov

MCLA's Policy of Nondiscrimination applies in all College programs and activities, including, but not limited to, athletics, instruction, grading, housing, and employment. They apply to all members of the campus community, including, but not limited to, students, faculty, librarians, staff, visitors, contractors, and applicants for employment or admission. They also apply to off-campus conduct that negatively affects a community member's experience in the MCLA environment.

For complete policy information, please refer to the Equal Opportunity, Nondiscrimination, and Title IX (EO Plan) found at www.mcla.edu/eoplan (<http://www.mcla.edu/eoplan/>).