

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,

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

harassment and related investigation and resolution procedures, please see the following links: [Sexual Misconduct Policy](#) and [Equal Opportunity and Discriminatory Harassment Policy](#)

The College has designated the Director of Title IX and Equal Opportunity (who also serves as the Director of the Center for Access and Inclusion) to oversee its compliance with state and federal non-discrimination and equal opportunity laws including, but not limited to Title IX of the Education Amendments Act of 1972 (Title IX), 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 Title IX and Equal Opportunity.

Derek DeBobes
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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 Reasonable Accommodation Policy for more information. For more information, please contact the Director of Title IX and Equal Opportunity at (508) 793-3336 or ddebobes@holycross.edu.

) for further information.

