

## **Affirmative Action and Non-Discrimination Policy Statement**

The University of Massachusetts Amherst prohibits discrimination on the basis of race, color, religion, creed, sex, age, marital status, national origin, mental or physical disability, political belief or affiliation, pregnancy and pregnancy related condition(s), veteran status, sexual orientation, gender identity and expression, genetic information and any other class of individuals protected from discrimination under state or federal law in any aspect of the access to, admission, or treatment of students in its programs and activities, or in employment and application for employment. Relatedly, University policy prohibits harassment of students and employees (e.g., racial harassment, sexual harassment), and retaliation for filing complaints of discrimination or participating in the resolution process. The University is required to refrain from such discriminatory or retaliatory acts by the following federal laws: Title VI and Title VII of the Civil Rights Act of 1964, Title VI of the Civil Rights Act of 1968, Title I and Title II of the Civil Rights Act of 1991, the Equal Pay Act of 1963, Executive Order 11246 (1965), Title IX of the Education Amendments of 1972 and its regulations found at 34 C.F.R. Part 106 (Title IX), Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 (ADA), the Vietnam-era Veterans Readjustment Act of 1974, the Age Discrimination Act of 1975 (Age Act), the Age Discrimination in Employment Act of 1967, the Family and Medical Leave Act of 1993; Title II of the Genetic Information and Nondiscrimination Act of 2008; and by Massachusetts General Laws, Chapters 151B, 151C, and Chapter 149, all as amended.

Affirmative action in employment is required for women; racial and ethnic minorities; disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans, and Armed Forces service medal veterans; and individuals with disabilities in order to address under-representation in the workforce. Inquiries concerning applicable laws, regulations, and policies should be addressed to the Office of Human Resources, 325 Whitmore Administration Building, 181 Presidents Drive, main number (413) 545-1396, email: [askhr@umass.edu](mailto:askhr@umass.edu), web: [www.umass.edu/humres/](http://www.umass.edu/humres/).

Inquiries concerning the application of Title IX and its regulations (prohibiting sex discrimination) can be reported to the Executive Director for EO, Débora D. Ferreira, at Equal Opportunity Office, 225 Bartlett Hall, 130 Hicks Way, (413) 545-3464, email: [equalopportunity@admin.umass.edu](mailto:equalopportunity@admin.umass.edu), web: [www.umass.edu/titleix](http://www.umass.edu/titleix). Ms. Ferreira is the Title IX Coordinator for the University and directly oversees the resolution of Title IX complaints against employees and third parties. Inquiries concerning Title IX can also be reported to the following Deputy Title IX Coordinators: Patricia Cardoso-Erase (who directly oversees the resolution of Title IX complaints against students), Associate Dean for Conduct and Compliance, Dean of Students Office, 227 Whitmore, (413) 545-2684, email: [pcardoso@umass.edu](mailto:pcardoso@umass.edu), web: [www.umass.edu/dean\\_students](http://www.umass.edu/dean_students); Becky Lockwood, Associate Director, Rape Crisis/Violence Prevention, Center for Women and Community, 180 Infirmary Way, New Africa House, main number: (413) 545-0883, 24 Hour Rape Crisis Hotline: (413) 545-0800, TTY: 413-577-0940, email [cwc@umass.edu](mailto:cwc@umass.edu), web: [www.umass.edu/cwc/](http://www.umass.edu/cwc/); and Brian Henault, Lieutenant, UMass Amherst Police Department, 585 East Pleasant Street, Amherst, MA 01003, non-emergency phone: (413) 545-2121 (Emergency: 911), email: [brianh@umass.edu](mailto:brianh@umass.edu), web: [www.umass.edu/umpd/](http://www.umass.edu/umpd/). Inquiries regarding contact information for the Title IX Coordination Team members may also be directed to EO.

The Associate Chancellor for Compliance, or designee, is the Title VI, Section 504, and ADA Coordinator for the University. This person will provide information about the University's obligations with respect to the provisions of nondiscrimination statutes including information about the requirement to provide program accessibility for persons with disabilities.

Inquiries regarding the application of Title IX; Section 504 of the Rehabilitation Act; Title II of the ADA; Title VI of the Civil Rights Act of 1964; and the Age Act may be directed to:

U.S. Department of Education  
Office for Civil Rights  
5 Post Office Square, 8<sup>th</sup> Floor  
Boston, MA 02109-3921  
Telephone: (617) 289-0111  
TTY: (800) 877-8339

Inquiries regarding the application of Title VII of the Civil Rights Act of 1964; the Equal Pay Act; Title I of the ADA; the Age Discrimination in Employment Act; and Title II of the Genetic Information Nondiscrimination Act of 2008 to the University may be directed to:

U.S. Equal Employment Opportunity Commission  
John F. Kennedy Federal Building  
475 Government Center  
Boston, MA 02203  
Telephone: (800) 669-4000  
TTY: (800) 669-6820

Inquiries regarding state laws may be directed to: Massachusetts Commission Against Discrimination, 436 Dwight Street, Room 220, Springfield, MA 01103. Telephone: (413) 739-2145.

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