

Policy Statement

Affirmative Action, Non-Discrimination, and Title IX Non-Discrimination

Notice of Non-Discrimination

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. Furthermore, University policy prohibits harassment of students and employees, i.e., racial harassment, sexual harassment, and retaliation for filing complaints of discrimination.

Affirmative Action

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 Equal Opportunity Office
225 Bartlett Hall
130 Hicks Way
Amherst, MA 01003-9269
Tel and TTY: (413) 545-3464
email: equalopportunity@admin.umass.edu.
web: www.umass.edu/equalopportunity

Title IX Non-Discrimination Notice

The University of Massachusetts, Amherst does not discriminate on the basis of sex in the operation and provision of its educational program or activities as required by Title IX of the Educational Amendments Act of 1972, 20 U.S.C. §1681 and by 34 C.F.R. §106. The university's requirement to not discriminate on the basis of sex extends to employment, application for employment, and admission to its education programs or activities.

Inquiries regarding the application of Title IX and 34 C.F.R. §106 may be made to the university's designated Title IX Coordinator whose name and contact information is below:

William D. Brady
Interim Title IX Coordinator
Vice Chancellor and Chief Human Resources Officer
330 Whitmore Building
181 Presidents Drive
Amherst, Massachusetts 01003
Tel: (413) 545-6124
Email: TitleIXCoordinator@umass.edu
Web: www.umass.edu/titleix

The Associate Chancellor for Compliance, Christine Wilda or designee, is the Title VI, Section 504, and Americans with Disabilities Act Coordinator for the campus. 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.

The University is committed to compliance with 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, Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, the Vietnam-era Veterans Readjustment Act of 1974, the Age Discrimination Act of 1975, the Age Discrimination in Employment Act of 1967, the Family and Medical Leave Act of 1993, and with Massachusetts General Laws, Chapters 151B, 151C, and Chapter 149, all as amended. Inquiries regarding federal laws may be directed to:

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

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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