

## **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, caste, 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, natural and protective hairstyle 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, sexual misconduct, 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](mailto:equalopportunity@admin.umass.edu)  
web: [www.umass.edu/equalopportunity](http://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:

Kerri Thompson Tillett  
Title IX Coordinator  
Associate Vice Chancellor for Equal Opportunity  
225 Bartlett Hall  
130 Hicks Way  
Amherst, Massachusetts 01003  
Tel: (413) 545-6124  
Email: [TitleIXCoordinator@umass.edu](mailto:TitleIXCoordinator@umass.edu)  
Web: [www.umass.edu/titleix](http://www.umass.edu/titleix)

Associate Vice Chancellor Tillett is the Title VI, Section 504, and Americans with Disabilities Act Coordinator for the campus and 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 149, 151B, 151C, 168D, and 168E , all as amended. Inquiries regarding federal laws 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

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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