

SIMMONS COLLEGE OFFICE OF THE GENERAL COUNSEL

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**Equal Opportunity at Simmons College
And Policies Against
Unlawful Discrimination and Harassment**

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Disclaimer

**SIMMONS COLLEGE
NOTICE OF NON-DISCRIMINATION and
GRIEVANCE PROCEDURES**

Chartered in 1899 and opened in 1902, Simmons College is first and foremost an academic community whose primary goals are to prepare women and men to be well informed, open-minded, and sensitive to values. To attain these goals we seek to create an atmosphere within which students may learn to become actively engaged members of society and to develop the resources to lead rich personal lives. We hope to achieve these goals through an active and continuing exchange of ideas among students and faculty and the general college community.

To ensure that these goals are attained, Simmons has committed itself to the following principles:

Simmons College supports the principle and spirit of equal employment opportunity for all persons, based on each individual's qualifications and fitness. In accordance with applicable law, the College administers its employment and personnel policies without regard to race, color, religion, disability, national origin, ancestry, age, sex, sexual orientation, genetic information, or veteran's status.

Simmons College administers its educational programs and activities in accordance with the requirements and implementing regulations of Title VI of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, the Age Discrimination Act of 1975, Section 504 of the Rehabilitation Act of 1973, the Code of Federal Regulations Parts 100, 104, 106, and 110, and Title III of the Americans with Disabilities Act of 1990.

Simmons College strives to ensure that all decisions concerning hiring and promotion of faculty and staff, or the educational process of students, are based on considerations appropriate to an academic institution and not on factors such as race, color, sex, sexual orientation, religion, age, national origin, ancestry, disability, genetic information or veteran's status.

Furthermore, Simmons College is committed to creating an atmosphere within which the diversity of its members' individual roles meets with understanding, respect, and encouragement, and where discrimination and harassment by any member of the faculty, staff, or student body against any other will be condemned and redressed. The College does not tolerate sexual harassment or any other forms of unlawful harassment of employees or students.

Complaints of discrimination or harassment should be addressed to the director of Human Resources when brought by employees, or the applicable dean for appropriate action when brought by students. Complaints or inquiries concerning the College's policies and compliance with applicable laws, statutes and regulations may also be directed to the President and/or General Counsel of Simmons College. The President and General Counsel are located in Room C202, 617.521.2073. A complaint should contain your name and address and a description of the action you believe is prohibited by law. Your complaint should be filed with the appropriate office no later than sixty days after the grievant becomes aware of the alleged violation. The