

# Wellesley College Notice of Non-Discrimination

## Commitment to Non-Discrimination

Wellesley College is committed to providing equal opportunity in employment and education to all employees, students, and applicants. No employee or student shall be discriminated against or harassed on the basis of race, religion, color, sex, age, ethnic or national origin or ancestry, veteran status, physical or mental disability, pregnancy, sexual orientation, gender identity or expression, genetic information, veteran or military status, membership in Uniformed Services, or any category protected by applicable state and federal laws. The same principles apply to admissions policies and practices concerning women applicants. Similarly, Wellesley College is committed to making its programs and campus accessible and compliant with all applicable non-discrimination laws.

Sexual harassment, including sexual violence, is a form of sex discrimination that is illegal under federal laws, including Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972, and Massachusetts General Laws. To review the definitions of unlawful discrimination and harassment (including sexual harassment and sexual misconduct), see the [Policy Against Sexual Harassment and other Unlawful Discrimination, Harassment, and Retaliation](#) or the [Student Sexual Misconduct Policy](#).

Retaliation against any individual for making a complaint of conduct prohibited under this Notice, or for assisting in the investigation of such a complaint, is illegal and will not be tolerated. Any acts of retaliation will be subject to appropriate disciplinary action and sanctions (as noted below). The College will investigate complaints of conduct prohibited under this Notice. Persons who engage in conduct prohibited under this Notice will be subject to disciplinary actions and sanctions. Disciplinary actions and sanctions will vary, depending upon the facts, and may include (but are not limited to) reprimand, change in work assignment, loss of privileges, mandatory training, removal from classes, programs, activities and/or campus, suspension, expulsion, termination of employment, and/or termination of the contractual or other relationship with the College.

## Who to Contact with Questions and Where to File a Complaint

Wellesley students, employees, faculty, and visitors may contact the College's Title IX Coordinator to address questions about this Notice or to file a complaint of conduct that is prohibited under this Notice.

In addition, any Wellesley student who has a question about this Notice or about filing a complaint of conduct prohibited under this Notice may contact the College's Dean of Students Office. Any employee or visitor of the College who has a question about this Notice or about filing a complaint of conduct prohibited under this Notice may contact the College's Human Resources Office. Any faculty member of the College who has a question about this Notice or about filing a complaint of conduct prohibited under this Notice may contact the College's Office

of the Provost. Individuals may also seek assistance from the College's Campus Police Department, and/or the local police, in regard to reporting criminal complaints of sexual misconduct (or other criminal conduct).

Additionally, individuals may contact the College's Disability Services with questions about the College's process for requesting reasonable accommodations for qualified employees, candidates for employment, students, or applicants for admission to the College who are disabled.

The contact information for the individuals mentioned in the above paragraph appears at the end of this Notice.

The College will investigate complaints of violations of conduct prohibited under this Notice that are brought by or against an employee (including faculty) or student. To review the College's comprehensive policy prohibiting discrimination and harassment and procedures for filing a complaint against an employee, see the [Policy Against Sexual Harassment and other Unlawful Discrimination, Harassment, and Retaliation](#). To review the College's procedures for filing a complaint against a student, see the College's [Honor Code](#) and the [Student Sexual Misconduct Policy](#) in the [Student Handbook](#).

The College, through its Campus Police Department, will assist with and/or conduct investigations of conduct that necessitates its involvement due to allegations of certain criminal conduct.

The College, in its discretion and judgment, may determine that allegations of sexual misconduct (or of other conduct prohibited under this Notice) against a person who is not a member of the College community may be investigated and resolved outside of the procedures described in the website links to this Notice, and may take interim actions as it deems appropriate to address the safety and protection of the College and community. In such circumstances that the College acts outside of its procedures, the College's actions will be in accord with all relevant laws.

### **How to Contact Wellesley College's Title IX Coordinator and Other Persons Referenced in this Notice**

#### Title IX Coordinator

Jacqueline Anchondo, Title IX Coordinator and Director of Title IX/Nondiscrimination Initiatives, Schneider 214, [janchond@wellesley.edu](mailto:janchond@wellesley.edu) 781-283-2451

#### Human Resources Office

Carolyn Slaboden, AVP for Human Resources & EO, Green Hall, [cslabode@wellesley.edu](mailto:cslabode@wellesley.edu) 781-283-2216

#### Office of the Provost

Andrew Shennan, Provost, Green Hall, [ashennan@wellesley.edu](mailto:ashennan@wellesley.edu) 781-283-3583

Dean of Students Office

Sheilah Shaw Horton, Vice President and Dean of Students, Green Hall,  
[shorton2@wellesley.edu](mailto:shorton2@wellesley.edu) 781-283-2322

Carol Bate, Assoc. Dean of Students, Green Hall, [cbate@wellesley.edu](mailto:cbate@wellesley.edu)  
781-283-2370

Disability Services for Students, Employees or Applicants for Employment

Jim Wice, Director of Disability Services, Clapp Library, Room 316,  
[jwice@wellesley.edu](mailto:jwice@wellesley.edu) 781-283-2434

Campus Police Department

Lisa Barbin, Director of Public Safety and Chief of Campus Police, Campus Police  
Headquarters, [lbarbin@wellesley.edu](mailto:lbarbin@wellesley.edu) 781-283-2125

Local Police

Town of Wellesley Police Department 781-235-1212 or Emergency 911

**Outside Government Agencies**

In addition to the above, an individual who believes s/he has been subjected to unlawful sexual harassment, unlawful harassment, unlawful discrimination or unlawful retaliation may contact several government agencies (see below) to make inquiry and/or file a complaint with the applicable agency. Using the College's internal complaint process does not prohibit an individual from filing a complaint with government agencies.

United States Equal Employment Opportunity Commission ("EEOC")  
John F. Kennedy Federal Building  
475 Government Center  
Boston, MA 02203  
Tel: (800) 669-4000; (617) 565-3200

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

Massachusetts Commission Against Discrimination ("MCAD")

Boston Office:  
One Ashburton Place

Room 601  
Boston, MA 02108  
Tel: (617) 994-6000

Worcester Office:  
484 Main Street, Room 320  
Worcester, MA 01608  
Tel: (508) 453 9630

Springfield Office:  
436 Dwight Street, 2nd Floor  
Springfield, MA 01103  
Tel: (413) 739 2145

New Bedford Office  
800 Purchase St., Rm 501  
New Bedford, MA 02740  
Tel: (508) 990-2390