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## Advisors for Concerns of Discrimination & Victimization

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Associate Professor, English

Inquiries concerning the application of this policy prescribed by Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, and Section 504 of the Rehabilitation Act of 1973 may be directed to the Director of Human Resources, Nazareth College of Rochester, 4245 East Avenue, Rochester, New York 14618-3790, 585-389-2060, who has been named to coordinate the responsibilities under Title IV and Section 504.

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# Nazareth COLLEGE

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Nazareth  
College

## **Nondiscrimination Policy and Procedures**

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## Statement of Respect & Diversity

We, the Nazareth community, embrace both respect for the person and freedom of speech. The College promotes civility and denounces acts of hatred or intolerance. The free exchange of ideas is possible only when concepts, values and viewpoints can be expressed and challenged in a manner that is neither threatening nor demeaning.

It is the policy of Nazareth College, in keeping with its efforts to foster a community in which the diversity of all members is respected, not to discriminate on the basis of race, religion, color, sexual orientation, gender identity or expression, national or ethnic origin, sex, age, marital or veteran status, disability, carrier status, genetic predisposition or any other protected status. Respect for the dignity of all peoples is an essential part of the College's tradition and mission, and its vision for the future.

## Nondiscrimination Policy

It is the policy of Nazareth College of Rochester not to discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, national or ethnic origin, age, marital or veteran status, disability, carrier status, genetic predisposition or any other protected status in the admission of students to the college; in any of the rights, privileges, programs, and activities generally accorded or made available to students at the college; in the administration of its educational policies, admission policies, scholarship and loan programs, and athletic and other programs administered by the college; or in the employment practices of the college.

## Sexual Harassment

It is the policy of Nazareth College of Rochester, in keeping with efforts to establish an environment in which the dignity and worth of all members of the institutional community are respected, that sexual harassment of students and employees is unacceptable conduct and will not be tolerated. Sexual harassment may involve the behavior of a person of either sex against a person of the opposite or same sex, when the behavior falls within the following definition: Sexual harassment of employees and students at Nazareth College is defined as any unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

- A. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; or
- B. submission to or rejection of such conduct is used as the basis for employment or other decisions affecting that individual; or
- C. such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or educational experience, or creates an intimidating, hostile, or offensive work or educational environment.

## Other Discriminatory Harassment

Harassment or intimidation of another person, limiting another person's right to equal opportunity or otherwise denying another person equal treatment because of his or her race, color, religion, sex, sexual orientation, gender identity or expression, national or ethnic origin, age, marital or veteran status, disability, carrier status, genetic predisposition or any other protected status is prohibited.

## Grievance Procedures For Discrimination, Harassment and Victimization Complaints

Faculty, staff and students who want further information or assistance in discussing or filing a complaint of harassment or discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, national or ethnic origin, age, marital or veteran status, disability, carrier status, genetic predisposition or any other protected status should contact any of the Advisors for Concerns of Discrimination and Victimization. Advisors will assist in trying to resolve the problem informally and/or explain the steps of the formal grievance procedure. You may also contact the Department of Human Resources for assistance.

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