

Notice of Nondiscrimination

Under institutional policy, as well as under state and federal law (including Title IX of the Education Amendments of 1972 and the Age Discrimination Act), Colby-Sawyer College does not discriminate in its hiring or employment practices or its admission practices on the basis of race or ethnicity; color; national origin; religion; age; mental or physical disability; parental, family or marital status; veteran status; or sex (including pregnancy or related conditions, sexual orientation, genetic information, gender identity or gender expression). Further, Colby-Sawyer College prohibits sex discrimination in any education program or activity that it operates.

The college recognizes that harassment related to an individual's sex, sexual orientation, gender identity, or gender expression can occur in conjunction with misconduct related to an individual's race, color, ethnicity, national origin, religion, age, or disability. Targeting individuals on the basis of these characteristics is also a violation of the college policy. Under these circumstances, the college will coordinate the investigation and resolution efforts outlined in the college's Sex-based Discrimination and Sex-based Harassment Policy and Grievance Procedures as well as the Code of Community Responsibility (for students) and Employee Handbook (for employees), to address harassment related to the targeted individual's sex, sexual orientation, gender identity, or gender expression together with the conduct related to the targeted individual's race, color, ethnicity, national origin, religion, age, or disability.

Colby-Sawyer College has designated multiple individuals to coordinate its nondiscrimination compliance efforts. Individuals who have questions or concerns about issues of discrimination or harassment, including complaints of sex-based discrimination in violation of Title IX and age discrimination in violation of the Age Discrimination Act, may contact:

Title IX Coordinator

- Robin Burroughs Davis, Vice President for Student Development & Dean of Students, 603-526-3752, Room 105 Ware Student Center, rdavis@colby-sawyer.edu

Deputy Title IX Coordinators

- Amanda Moak, Director of Student Activities & Orientation, 603-526-3741, Room 125 Ware Student Center, amanda.moak@colby-sawyer.edu
- Eden Wales, Academic Vice President & Dean of Faculty, 603-526-3078, Room 131 Colgate Hall, eden.wales@colby-sawyer.edu
- Heather Zahn, Director of Human Resources, 603-526-3584, Room 230A Colgate Hall hzahn@colby-sawyer.edu

Colby-Sawyer College has adopted grievance procedures to respond to complaints of discrimination or harassment, as follows:

- **For Complaints about Students:** Code of Community Responsibility: Conduct System.
- **For Complaints about Employees:** Employee Handbook, Discriminatory and Sexual Harassment Policy.

Faculty at Colby-Sawyer College are bound by the Employee Handbook in addition to the Faculty Handbook. The Employee Handbook can be found on myColby-Sawyer at <https://my.colby-sawyer.edu/myhr>.