



# GOODWIN COLLEGE

## POLICY AND PROCEDURE

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<b>TITLE:</b>	<b>Statement of Non-discrimination</b>
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### **POLICY STATEMENT:**

#### STATEMENT OF NON-DISCRIMINATION

Goodwin College is an affirmative action/equal opportunity educator and employer, fully committed to the goal of providing equal opportunity and full participation in its educational programs, activities, and employment without discrimination because of race, color, religious creed, sex, age, national origin, political affiliation, marital status, veteran status, sexual orientation, gender identity or expression, disability, HIV/AIDS or other communicable disease status, or any other consideration not directly and substantively related to effective performance. This policy implements Federal and State laws, regulations, and executive orders.

### **PROCEDURE DETAILS:**

To file a discrimination complaint, or for inquiries concerning Goodwin College's Non-discrimination Policy, Title IX and the Rehabilitation Act of 1973, and the Americans with Disabilities Act, contact Megan Monahan, Director of Compliance and Title IX Coordinator, at (860) 727-6741.

### **PUBLISH POLICY STATEMENT (CLICK ON BOX NEXT TO OPTION-SELECT ALL THAT APPLY):**

COLLEGE CATALOG

STAFF HANDBOOK

FACULTY HANDBOOK

STUDENT HANDBOOK

### **DEFINITIONS:**

NA

### **EXCLUSIONS:**

NA

### **OFFICES DIRECTLY AFFECTED BY THE POLICY:**

Office of Institutional Effectiveness  
Compliance  
Human Resources

**HISTORY:** While a non-discrimination statement has always been in effect, the statement was revised April 2016. The statement was revised again in 2017 to include language about gender identify, in accordance with Connecticut law. The policy was moved onto the college's new policy template on 06/13/2017.

<b>EFFECTIVE DATE:</b>	This statement has always been in effect and was revised in March 2016
<b>RESPONSIBLE OFFICE (ONLY ONE):</b>	Office of Institutional Effectiveness
<b>REVIEW DATE:</b>	June 2017

**APPENDIX:**

**Academic Catalog Excerpt:**

**Non-discrimination Statement and Acts of Intolerance Policy**

Goodwin College is an affirmative action/equal opportunity educator and employer, fully committed to the goal of providing equal opportunity and full participation in its educational programs, activities, and employment without discrimination because of race, color, religious creed, sex, age, national origin, political affiliation, marital status, veteran status, sexual orientation, gender identity or expression, disability, HIV/AIDS or other communicable disease status, or any other consideration not directly and substantively related to effective performance. This policy implements Federal and State laws, regulations, and executive orders.

The staff, faculty, student body, and administration of Goodwin College form a diverse community and the college maintains that activities, programs, and everyday interactions are enriched by acceptance of one another in an environment of positive engagement and mutual respect. Acts of discrimination, intolerance, or harassment directed against individuals or specific groups of individuals will not be tolerated and will be dealt with according to employee and student grievance and disciplinary procedures.

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