

STATEMENT OF NONDISCRIMINATION

August 2024

The University is committed to nondiscrimination and equal opportunity. The University is dedicated to providing educational, working, and living environments that value the diverse backgrounds of all people.

The University does not discriminate in admission or access to, or treatment or employment in, its educational programs and activities on the basis of race, color, religion, national origin, age, disability, genetic information, marital or parental status, or Veteran status. The University prohibits discrimination or discriminatory harassment on all of those bases. Such behaviors violate the University's Policy of Nondiscrimination, will not be tolerated, and may result in disciplinary action up to and including termination or expulsion.

The University has appointed an Equal Opportunity Officer ("EO Officer") to oversee its compliance of applicable policy, as well as the state and federal nondiscrimination and equal opportunity laws. Anyone with questions, concerns or complaints regarding discrimination, discriminatory harassment, or retaliation may contact the EO Officer.

The Fitchburg State EO Officer is:

Rebecca H. Newell, Director of Title IX & Equal Opportunity

Sanders 202 | rnewell7@fitchburgstate.edu or titleix@fitchburgstate.edu | 978-665-3236

The Fitchburg State University Title II/504 Coordinator is:

Jessica Murdoch, Vice President of Human Resources & Payroll Services

Sanders 202 | jmurdoch@fitchburgstate.edu | 978-665-3338

Furthermore, the University does not discriminate in admission or access to, or treatment or employment in, its educational programs and activities on the basis of sex, including sex characteristics, sex stereotypes, sexual orientation, gender identity, gender expression, or pregnancy, childbirth, and other related conditions, and prohibits sex discrimination in any education program or activity that it operates, including as required by Title IX and its regulations. Such behaviors violate the University's Policy of Nondiscrimination, will not be tolerated, and may result in disciplinary action up to and including termination or expulsion.

The University has appointed a Title IX Coordinator to oversee its compliance with Title IX. Inquiries about Title IX may be referred to the University's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both.

The University's Title IX Coordinator is:

Rebecca H. Newell, Director of Title IX & Equal Opportunity

Sanders 202 | rnewell7@fitchburgstate.edu or titleix@fitchburgstate.edu | 978-665-3236

U.S. Department of Education's Office for Civil Rights

OCR@ed.gov | 800-421-3481

To report information about conduct that may constitute discrimination or sex-based discrimination under Title IX, please refer to www.fitchburgstate.edu/report.

The University's Policy of Nondiscrimination and complaint resolution procedures can be located at www.fitchburgstate.edu/titleix.