

UNION COLLEGE NOTICE OF NON-DISCRIMINATION AND EQUAL OPPORTUNITY

The Union College mission calls on our community to provide “a rigorous, holistic, and immersive residential liberal education that emphasizes integration, innovation, inclusion, and reflection for every student.” To maintain an environment that is consistent with the mission and values of Union College (the “College”), the College is committed to equality of education and employment opportunity and strives to create a campus environment that is inclusive, values diversity and treats students, faculty and staff members on the basis of their individual performance and not on the basis of characteristics protected by federal, state and local law.

The College insists on providing all available educational, co-curricular, athletic, admissions and employment opportunities without regard to an individual’s race, traits historically associated with race, color, creed, religion, national or ethnic origin, citizenship status, sex (including pregnancy), affectional or sexual orientation, gender identity or expression, age, physical or mental disability, genetic predisposition, military status, marital or domestic partnership status, familial status, status as a victim of domestic violence, and/or other characteristics protected by applicable law. These aspects of diversity contribute to a rich campus community and must be protected from discrimination. The College also does not unlawfully discriminate against individuals based on their arrest or conviction history.

In furtherance of its commitment to inclusion, the College works with employees to remove barriers in admission or access to treatment or employment in its programs or activities, related to an individual’s disability, pregnancy-related condition, religion and status as a victim of domestic violence. Prospective and current employees in need of a workplace accommodation should contact the Associate Director of HR Compliance & Training.

Creating a safe campus environment is the responsibility of all members of the College community, both individually and collectively, and all members of the College community are expected to contribute to the prevention and elimination of discrimination, harassment and retaliation. In order to foster a climate that encourages reporting of discrimination, including harassment and retaliation, the College will actively educate the community, will respond to allegations promptly, will provide support measures to address the safety, emotional well-being, and equal employment opportunities of the individuals involved. Employees responding to reports of discrimination, harassment and retaliation, will act in a manner that recognizes the inherent dignity of the individuals involved.

Concerns and complaints related to equal opportunity in education and in employment based on aspects of diversity protected by law should be directed to:

Mary F. Simeoli, Esq.
Title IX Coordinator & Equal Opportunity Specialist
Reamer Campus Center
807 Union Street
Schenectady, NY 12308
518-388-6865
simeolim@union.edu

Amanda Brink-Forrest
Associate Director of Human Resources
17 South Lane
Schenectady, NY 12308
518-388-6304
brinkfoa@union.edu

Questions or complaints arising under Title IX should also be directed to the Title IX Coordinator & Equal Opportunity Specialist.

Inquiries may also be directed to: U.S. Department of Education, Office for Civil Rights, 32 Old Slip 26th Floor, New York, New York, 646-428-3800; OCR.NewYork@ed.gov.

In order to achieve equitable results, the College will carefully review and/or investigate all reports and provide for fair and impartial evaluation and resolution.