

A message from the Interim Director of Equal Opportunity and Title IX Coordinator and Director of Equal Opportunity: Mary F. Simeoli, J.D.

Notice of Non-Discrimination

Union College is committed to cultivating respect and understanding for all members of the Union College and broader communities, and welcome, include, and support a measurably more diverse college community. Union College does not discriminate on the basis of race, color, sex (including pregnancy), religion, creed, national origin (including ancestry), citizenship status, physical or mental disability (including AIDS), age, marital status, sexual orientation, gender identity and expression, military status, genetic predisposition, domestic violence victim status, or any other protected category under applicable local, state, or federal law.

Mary F. Simeoli, J.D. is the Interim Director of Equal Opportunity and the Title IX Coordinator at Union College. Her office is located in 306 Reamer Campus Center. She addresses issues related to harassment and discrimination, including sex discrimination. She also assists with the handling of bias related incidents. She is available as a private resource to anyone in the Union community at titleix@union.edu or simeolim@union.edu.

You can find the College's Policy Prohibiting Discrimination, Harassment, Bias and Retaliation in Employment here: <https://www.union.edu/titleix/policies-and-procedures>

If you have questions about the College's nondiscrimination policies, please contact the Coordinator via email at: titleix@union.edu.

Sex Discrimination, Harassment, and Assault

Title IX of the Education Amendments of 1972 is a federal law that prohibits sex discrimination in education and reads: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

Union College does not discriminate on the basis of sex in its education programs and activities. Prohibited sex discrimination covers sexual harassment, including sexual assault and sexual misconduct. "Sexual assault" refers to physical sexual acts perpetrated against a person's will without the person's affirmative consent, by force or threat of force, or where the person is incapable of giving affirmative consent due to the his/her use of drugs or alcohol. "Sexual misconduct" refers to the following specific behavior: sexual assault, non-consensual sexual contact, sexual exploitation, and stalking.

Mary F. Simeoli, J.D., Interim Director of Equal Opportunity and Title IX Coordinator
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Title IX Coordinators: Deputy Title IX Coordinators can take reports, provide support measures, and inform you of your options for moving forward. Deputy Title IX Coordinators receive special training on the College's policies and procedures and are available to help answer any questions you have.

The Title IX Coordinator is responsible for monitoring and overseeing Title IX compliance at Union College, to include coordination of training, education, communications, and administration of grievance procedures for faculty, staff, students, and other members of the College community. If a member of the campus community has a complaint against any other member of the College community based on sexual harassment, sexual assault, and/or sexual misconduct, the Title IX Coordinator and/or Deputy Title IX Coordinators are available to work with all parties involved in the complaint process to ensure a fair, equitable, and timely response. They are available as a private resource to anyone in the Union community.

Gender-based Misconduct Complaints

Union College's Policy Prohibiting Discrimination, Harassment, Bias and Retaliation in Employment and the College's Title IX Policy apply to all employees within the Union community. To review the policy and grievance procedures, FAQs, access information about resources or support, or to report gender-based misconduct, please visit: www.union.edu/titleix.

Gender Equity in Athletics

If a member of the campus community has a complaint about gender equity in Union College athletic programs, contact **Joanne Little**, Senior Associate Director, Athletic Department at littlej@union.edu or **(518) 388-6433**, who is responsible to Title IX compliance related to gender equity in Union College athletic programs.