

## **A message from the Office of Title IX and Equal Opportunity**

### **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.

The Office of Title IX and Equal Opportunity addresses issues related to harassment and discrimination, including sex discrimination. This office also assists with the handling of bias related incidents. Members of the Title IX and Equal Opportunity team are available as a private resource to anyone in the Union community and can best be reached at [titleix@union.edu](mailto:titleix@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 Office of Title IX and Equal Opportunity via email at: [titleix@union.edu](mailto: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.

### **Office of Title IX and Equal Opportunity**

P: 518-388-6865

Email: [titleix@union.edu](mailto:titleix@union.edu)

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 Director of Equal Opportunity 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](http://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 Emily Belewich Athletics Compliance Coordinator, Athletic Department at [belewice@union.edu](mailto:belewice@union.edu), who is responsible to Title IX compliance related to gender equity in Union College athletic programs.