

## **Non-Discrimination and Equal Employment Opportunity Policy**

Lawrence University is committed to providing equal access and opportunity to qualified individuals of all backgrounds. In accordance with this policy and with applicable federal and state law, the University prohibits discrimination in admissions, its programs and activities, employment and advancement on the basis of race, color, creed, religion, national origin, ancestry, age, sex, sexual orientation, gender identity, gender expression, marital status, pregnancy, genetic information, disability, military service, protected veteran status, political affiliation, arrest record or conviction record.

Retaliation against an individual for filing a discrimination complaint or for participating in a complaint investigation violates this policy and may constitute a form of illegal discrimination. University policy also prohibits harassment of individuals on any of the bases listed above.

An act based on an individual's status as listed above may violate this policy and warrant University discipline **even if the act does not rise to the level of unlawful discrimination, retaliation or harassment.**

To request information, assistance or to file a complaint for violations of this policy, contact David Burrows, Provost and Dean of the Faculty, 2<sup>nd</sup> floor Sampson House, at 920-832-6528 or david.burrows@lawrence.edu; or Christopher Lee, Vice President for Finance and Administration, 117 Brokaw Hall, at 920-832-7694 or christopher.lee@lawrence.edu; or Rochelle Blindauer, Director of Human Resources, 101 Brokaw Hall, at 920-832-6541 or rochelle.l.blindauer@lawrence.edu.

To request assistance or to file a complaint specifically related to sexual misconduct or gender-based discrimination or harassment, contact Kim Jones, Title IX Coordinator, 109 Memorial Hall, at 920-832-7496 or kimberly.r.scott@lawrence.edu. Additional information is available at <https://www.lawrence.edu/students/share/about-title-ix>.

For information about the University's comprehensive commitment to diversity and inclusion, contact Kimberly Barrett, Vice President for Diversity and Inclusion and Associate Dean of Faculty, 2<sup>nd</sup> Floor Sampson House, at 920-832-7451 or kimberly.a.barrett@lawrence.edu. Additional information is available at <https://www.lawrence.edu/info/offices/diversity-and-inclusion>.

For information on federal enforcement of non-discrimination in education, visit <http://wdcrobcolp01.ed.gov/CFAPPS/OCR/contactus.cfm> for the address and phone number of the office that serves your area, or call 800-421-3481.