

To: Holy Cross Community

From: William J. Conley, Jr.  
Director Administrative Services

Date: July 03, 2013

### **Notice of Non-Discrimination (Please Post)**

Since its founding in 1843, the College of the Holy Cross has, by tradition and choice, been a Jesuit liberal arts college serving the Catholic community, American society, and the wider world. Jesuit education addresses the whole person and fosters not only intellectual development, but also moral and spiritual growth. The Jesuit tradition values the richness and variety of human experience and is dedicated to helping all discover the deeper meaning and purpose in their lives while also finding their individual places in the larger society. With a strong commitment to service and social justice, Jesuits educate “men and women for others” who develop their gifts and achieve at the highest possible level.

The College’s commitment to diversity is an important feature of the Holy Cross education. Informed by the presence of diverse interpretations of the human experience, Holy Cross seeks to build a community marked by freedom, mutual respect, and civility. We welcome students, faculty and staff of all ethnic, racial, and religious backgrounds because we believe that learning is most effective in an environment of many experiences and viewpoints. As a result, the College is enhanced by a diverse community of students, faculty, and staff dedicated to its goals and ideals and working together in an atmosphere of respect for one another and for the College’s mission and heritage.

Holy Cross rejects and condemns all forms of harassment, wrongful discrimination and disrespect and is committed to sustaining a welcoming environment for everyone and especially for those who may be vulnerable to discrimination on the basis of race, religion, color, national origin, age, marital or parental status, veteran status, gender, disabilities, genetic information, sexual orientation or gender identity. The College has developed procedures to address incidents of harassment, whatever the basis or circumstance. It is the policy of the College, to adhere to all state and federal laws prohibiting discrimination in employment or in its educational programs on the basis of a person’s race, religion, color, national origin, age, marital or parental status, veteran status, gender, disabilities, genetic information, sexual orientation or gender identity, while reserving its right where appropriate to take action designed to promote its Jesuit mission.

The College has designated the Director of Affirmative Action to coordinate its efforts to comply with and carry out its responsibilities to prevent discrimination in accordance with state and federal laws. Any applicant for admission or employment, as well as any student, faculty member or employee, is welcome to raise any questions regarding violations of this policy with:

William J. Conley, Jr.  
Interim Director of Affirmative Action  
O’Kane B72  
508-793-3423

In addition, any person who believes that an act of discrimination based on race, religion, color, national origin, age, marital or parental status, veteran status, gender, disabilities, genetic information, sexual orientation or gender identity has occurred at the College may raise those issues with:

Regional Director  
Office for Civil Rights  
U.S. Department of Education  
J.W. McCormack P.O. and Courthouse, Room 222  
Boston, MA02109-4557