Nondiscrimination and Sexual Harassment Policy

Nondiscrimination Policy

MCPHS University ("MCPHS" or the "University") is committed to maintaining a positive learning, working, and living environment. The University does not discriminate on the basis of race, color, national origin, sex, pregnancy, age, disability, creed, religion, sexual orientation, gender identity, gender expression, ancestry, genetic information, military service, or veteran status in admission and access to, and treatment and employment in, its educational programs and activities and actively complies with the requirements of Federal Executive Orders 11246 and 11375 as amended; the Civil Rights Act of 1964 as amended; Title IX of the Educational Amendments of 1972; Sections 503 and 504 of the Rehabilitation Act of 1973; Section 402, Vietnam Era Veterans Readjustment Assistance Act of 1974; the Age Discrimination Act of 1975; the Americans with Disabilities Act of 1990 (as amended by the ADA Amendments Act of 2008); and pertinent laws, regulations, and executive directives of the Commonwealth of Massachusetts and other applicable state and federal statutes. The University will not tolerate acts of discrimination or harassment based upon Protected Classes, or related retaliation against or by any employee or student. For purposes of this policy, "Protected Classes" refers to race, color, national origin, sex, pregnancy, age, disability, creed, religion, sexual orientation, gender identity, gender expression, ancestry, genetic information, military service, or veteran status or any other category protected by applicable law.

This Policy: (1) provides a definition of discrimination and harassment based upon Protected Classes and related retaliation; (2) prohibits discrimination and harassment based upon Protected Classes and related retaliation; and (3) sets out procedures to follow when a member of the MCPHS University community believes a violation of the policy has occurred.

Individuals who violate this Policy shall be disciplined or subjected to corrective action, up to and including termination or expulsion.

Inquiries regarding the University’s compliance with Equal Opportunity and Affirmative Action laws may be directed to the Compliance Office at 877.472.2110.

Sexual Harassment

Title VII of the 1964 Civil Rights Act and Title IX of the Education Amendments of 1972 specifically prohibit sexual harassment. All members of the University community, including faculty, administration, staff, and students, have a right to be free from sexual harassment by any member of the University community. Any member of the MCPHS community who has a complaint or concern about sexual harassment or would like more information about the University's policies regarding sexual harassment, should contact Dawn Ballou, Title IX Coordinator, 617.732.2077; dawn.ballou@mcphs.edu.