

## **Student Organization Commitment to Non-Discrimination and Equal Opportunity**

SGO and SBC are committed to Swarthmore College's core value of access and inclusion for all students. To that end please review the Non Discrimination and Equal Opportunity policies below and sign the attached form acknowledging your understanding of the policies and commitment to compliance regarding the policies in all matters concerning your student organization. Student organizations that do not comply with the Non Discrimination and Equal Opportunity policies of Swarthmore College are not eligible to receive school funding from SBC and SGO (or from the college in general). In addition, student organizations that are not in compliance with the Non Discrimination and Equal Opportunity policies will not be able to be chartered student organizations. Thank you in advance for your commitment to helping Swarthmore College achieve its Inclusive Excellence goals.

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

#### ***Notice of Non-Discrimination***

The College expressly prohibits any form of discrimination and harassment on the basis of any College-recognized protected classification, including sex, race, color, age, religion, national or ethnic origin, sexual orientation, gender identity or expression, pregnancy, marital status, medical condition, veteran status, or disability in any decision regarding admissions, employment, or involvement in a College program or activity in accordance with the letter and spirit of federal, state, and local non-discrimination and equal opportunity laws, such as Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, The Age Discrimination in Employment Act, The Americans with Disabilities Act and ADA Amendments Act, The Equal Pay Act, the Pennsylvania Human Relations Act, and the Borough of Swarthmore Ordinance on Non-Discrimination.

Swarthmore College, as an educational community, will promptly and equitably respond to all reports of discrimination and harassment based on a protected classification in order to eliminate the discrimination, prevent its recurrence, and address its effects on any individual or the community.

## **Inquiries or complaints may be directed as follows**

### ***On Campus:***

- Pamela Prescod Caesar  
Vice President for Human Resources  
500 College Avenue  
Swarthmore, PA 19081  
610-328-8397  
[humanresources@swarthmore.edu](mailto:humanresources@swarthmore.edu)
- Bindu Jayne  
Title IX Coordinator 504 Fieldhouse Lane  
Swarthmore, PA 19081  
610-690-3720  
[bjayne1@swarthmore.edu](mailto:bjayne1@swarthmore.edu)

### ***Off campus:***

- US Dept of Education, Office for Civil Rights 215-656-8541 [OCR.Philadelphia@ed.gov](mailto:OCR.Philadelphia@ed.gov)
- US Equal Employment Opportunity Commission: 1-800-669-4000
- PA Human Relations Commission: (215) 560-2496

### ***The College's complaint resolution procedures applying to:***

- staff can be found in Chapter 11 of the Employee Handbook ,
- students can be found in the Student Conduct Policies and Procedures section of the Student Handbook,
- instructional staff can be found in section II.C.1 of the Faculty and Instructional Staff Handbook and
- sexual violence, harassment, stalking and intimate-partner violence (including domestic violence and dating violence) complaints can be found in the Sexual Assault and Harassment Policy

## **Non-Retaliation**

Swarthmore prohibits retaliation against anyone who makes a good faith effort to appropriately disclose perceived wrongdoing and the College makes every effort to redress such situations. In all cases, members of the community should report their concerns when they feel they are being subjected to unethical, illegal, or unsafe activities or when they become aware of such activities going on at the College.

## **Statement of Equal Opportunity**

Swarthmore College is committed to the principle of equal opportunity for all qualified persons without discrimination against any person by reason of any College-recognized protected classification, including sex, race, color, age, religion, national or ethnic origin, sexual orientation, gender identity or expression, pregnancy, marital status, medical condition, veteran status, or disability.

In keeping with the long-standing traditions of the College and the spirit and letter of the federal and state equal opportunity laws, we affirm it the standing policy of the College to realize equality of opportunity in education and employment; to guard against discrimination contrary to that aim; and to correct discriminatory behavior if found to exist within the College community. Consistent with maintaining an educational program of the highest quality, our standing policy includes affirmative efforts to achieve the above goals in employment and education.

The above policy has been and shall be further implemented by the President and by members of the faculty and administration designated by the President for that purpose. (Adopted by the Board of Managers 1 March 1975, with amendments 24 April 1976, 3 December 1977, 7 December 1985, and 5 March 2007.)

These policies apply to all College community members, including faculty, staff, students, and volunteers.

**I have read this document in its entirety. I understand the document and will comply with the Non Discrimination and Equal Opportunity policies.**

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*Signature of authorized organization representative (Treasurer or President)*

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*Printed name of authorized organization representative (Treasurer or President)*

**On behalf of** *(name of organization)*

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*Printed name of chartered organization*