

Non-Discrimination Policy

Statement Purpose

Magdalen College of the Liberal Arts is an educational institution of excellence, founded in the Catholic tradition of faith and service. The College strives to welcome all with hospitality and respect in recognition of each person's God-given dignity. Consistent with such philosophy and in accordance with all applicable laws, the College has adopted the following non-discrimination statement for use by all departments and programs. The official Magdalen College of the Liberal Arts' non-discrimination statement shall be used, unaltered as it appears below and in its entirety. It shall have precedence over any previous non-discrimination statement.

Statement of the Policy

Magdalen College of the Liberal Arts' does not discriminate on the basis of race, color, religion, sex, gender identity, age, national origin, disability, in accordance with applicable laws. Sexual harassment, which includes acts of sexual violence, is a type of sex discrimination. The College will not tolerate any unlawful discrimination, and any such conduct is prohibited. The College also prohibits any form of discipline or retaliation for reporting incidents of discrimination. College employees commit to uphold and respect the Catholic identity of the College.

Statement of Integrity and Fairness

All members of the collegiate community are expected to act and speak with integrity at all times. Though the Student Handbook contains policies to deal with a wide variety of issues, including how grievances may be addressed, there may be occasions when questions of fairness arise that are not addressed by the existing policies.

If the grievance relates to integrity or fairness, the following the steps should be followed:

- Contact the Dean of Students in writing (email) and explain the issue in detail.
- The Dean of Students will respond within three (3) business days and arrange a meeting to discuss the issue that has been raised.
- If the Dean has not been able to resolve the issue, it will be referred to the Chief Operating Officer or the appropriate committee for resolution (Administrative Committee or the Instruction Committee).

Additional Information

This prohibition of discrimination includes, but is not limited to the planning and administration of its admissions policies, educational programs, scholarships, loans, and other financial aid, athletic and other school-administered programs, services, and

activities, or in employment. This Policy is intended to be consistent with federal and state laws, including, but not limited to, Titles VI and VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, as amended, and Title IX of the Education Amendments of 1972, which requires that the College not discriminate on the basis of sex in its educational programs and activities.

The following person has been designated to handle inquiries regarding the non-discrimination policy.

Title IX/EEO Coordinator

Mazel Belt

Dean of Students

(603) 456-2656 x144

Magdalen College of the Liberal Arts

511 Kearsarge Mtn Rd.

Warner, NH 03278

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Note: All employees are advised that they have obligations under Title IX to familiarize themselves with the College's conduct grievance procedure and assist any student who makes known to them an incident or circumstance about which they may wish to file a complaint.