



UNIVERSITY OF MASSACHUSETTS LOWELL

Nondiscrimination Guidelines

The University of Massachusetts Lowell (UMass Lowell), as a public institution of higher education of the Commonwealth, recognizes its responsibility to promote the interests and welfare of the public it serves. In so doing, the University reaffirms its commitment to employment practices and a learning environment free of discrimination and harassment. At UMass Lowell, equal opportunity and safe working and learning environments are not only just, but also the foundation for a diverse, inclusive and highly effective community in which all members may thrive.

These guidelines apply to all faculty, employees, students and individuals who are authorized to conduct business with and/or perform services on behalf of UMass Lowell.

UMass Lowell does not discriminate on the basis of race, color, creed, religion, gender (including pregnancy, childbirth, or related medical conditions), age, sexual orientation, gender identity and expression, genetic information, national origin, covered veteran status, disability, ancestry or any other characteristic protected by law in employment, admissions, participation in its programs, services and activities, and selection of vendors who provide services or products to UMass Lowell.

It is the position of UMass Lowell that all members of the University community and its visitors may not be subjected to a hostile work or learning environment. Such conduct is defined as behavior or treatment that unreasonably interferes with an individual's work or academic performance by creating an intimidating, hostile, humiliating or offensive environment. "Unreasonably" means that the conduct is severe, persistent, or pervasive and not based on bona fide business or learning factors.

Other forms of discrimination include differential treatment, and practices that adversely impact some protected classes. Individuals may file a concern or complaint of discrimination if they believe they are subjected to a hostile environment or another form of discrimination on the basis of race, color, creed, religion, gender (including pregnancy, childbirth, or related medical conditions), disability, national origin, ancestry, age, sexual orientation, gender identity and expression, genetic information, marital status, and covered veteran status or any other characteristic protected by law.

UMass Lowell complies with all federal and state anti-discrimination laws and regulations, including those covering affirmative action: Executive Order 11246, Titles VI and VII of the Civil Rights Act of 1964, The Civil Rights Act of 1991, Sections 503 and 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of 1990 as Amended 2008, Age Discrimination Act of 1967, Equal Pay Act of 1963, the Genetic Information Nondiscrimination Act of 2008 (GINA), Veterans Assistance Act of

1972, Title IX of the Education Amendments Act of 1972, and Massachusetts General Law Chapter 151B, as well as other applicable state and federal laws.

In addition, retaliation by the University or by any employee against anyone who raises concerns about discrimination is also prohibited. No employee will be fired, demoted, harassed, intimidated or otherwise "retaliated" against for filing a charge of discrimination, participating in a discrimination proceeding or otherwise opposing discrimination.

Administrators, faculty and staff who direct the work of others in supervisory roles are required to report possible discrimination or hostile environment behavior to Equal Opportunity & Outreach. These matters will be responded to with prompt concern to facilitate resolution. If the provisions of these guidelines are violated, the University will take appropriate steps to halt the inappropriate behavior and address its effects. The EOO staff, located at Wannalancit, 3rd Floor, 600 Suffolk Street, Lowell, MA 01854, telephone 978-934-3565, fax 978-934-3032, will assist in resolving your concerns and/complaints.

These provisions not only reflect the requirements of law, but they also serve as the basis for the best possible education and the most effective workplace. As a performance factor, UMass Lowell officials are charged with the responsibility to support this and other equal opportunity policies and the Affirmative Action Plan. They are expected to be actively engaged in developing and achieving designated objectives and goals. A performance factor for all employees is compliance with these guidelines and fostering inclusion with colleagues. Employees are expected to identify and eliminate unnecessary barriers that could impede recruitment and hiring of underrepresented qualified applicants or advancement and achievement by members of the UMass Lowell community.

The Director of Equal Opportunity and Outreach is responsible for implementation of the Affirmative Action Program. UMass Lowell's Affirmative Action Plan is available for inspection from 9 a.m. to 4 p.m. weekdays in Equal Opportunity & Outreach at the same address. Additional information, including contact information to report a complaint of discrimination with an external agency, is available at www.uml.edu/equal.

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