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.

It is the position of UMass Lowell that all members of the University community, its visitors and vendors, may not be subjected to unlawful discrimination or harassment in employment, admissions, participation in its programs, services and activities, and selection of vendors who provide services or products to UMass Lowell. UMass Lowell also prohibits practices that adversely impact some protected classes.

Unlawful discrimination is behavior that is directed at a specific person or persons that subjects them to treatment that adversely affects their employment, application for employment, education, admissions, University benefits, programs, or activities, because of their religion or religious belief, color, race, marital status, veteran or military status, age, sex (including sexual harassment), gender identity or expression, sexual orientation, national origin, ethnicity, disability, genetic information, or any other legally protected class.

Gender protections also include sexual violence, pregnancy and related conditions. National origin protections include equal access to individuals with Limited English Proficiency.

Harassment is conduct by a person or persons against another person or persons based upon their legally protected class that adversely has the effect of:

(i) unreasonably interfering with a person or person’s employment, educational benefits, academic grades or opportunities, or participation in University programs or activities; or
(ii) unreasonably interfering with a person or person’s work or academic performance; or
(iii) creating an intimidating, hostile, or offensive working or academic environment.

In addition, retaliation by the University or by any employee against anyone who raises concerns about discrimination is equally prohibited.
**Retaliation** is the interference through intimidation, including threats, coercion, or unlawful discrimination, with an individual’s right or privilege secured under the law [Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, the Massachusetts anti-discrimination laws, or other laws] or interfering with an individual’s right to make a complaint, testify, assist, or participate in any manner in an investigation, proceeding or hearing, or to intervene to prevent a violation of the UMass Lowell guidelines.

Individuals may file a concern or complaint of discrimination if they believe they are subjected to **unlawful discrimination**, **harassment**, or **retaliation**. A finding of a violation of these Guidelines will result in appropriate discipline up to and including termination. Regardless of whether conduct constitutes a policy violation, these Guidelines do not limit UMass Lowell’s authority to discipline or take remedial action for workplace conduct that it deems inappropriate or unprofessional.

Administrators, faculty and staff who direct the work of others in supervisory roles are required to report a possible violation of these Guidelines 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 concerns or 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.

October 5, 2016

cio