



# Mount Wachusett Community College

444 Green Street, Gardner, MA 01440-1000

POLICY STATEMENT ON:

## **NON DISCRIMINATION**

*Have you ever been made to feel uncomfortable by an inappropriate touch or a questionable advance?*

*Have you felt unwelcome or excluded from an activity on campus?*

*Have you ever been a victim of racial slurs or discrimination?*

*Have you been offended by hate graffiti on campus?*

- **Non-discrimination at Mount Wachusett Community College protects students, faculty, and staff from discrimination based on race, color, religious creed, age, physical or mental disability, sex, national origin or ancestry, martial status, sexual orientation, genetic information, or veteran status. Cases of discrimination will be treated on an individual basis, either formally or informally.**
- **Mount Wachusett Community College will endeavor to protect the rights of all students, faculty, and staff members to be treated with respect, courtesy, and tact.**
- **Questions and/or concerns regarding any form of discrimination or sexual harassment discrimination can be disclosed in strict confidence to Diane M. Rusknaitis, Associate Vice President of Human Resources/Affirmative Action Officer, located in room 109, at extension 160. For referral purposes, you may also talk with the College President, all Vice Presidents, Associate/Assistant Vice Presidents, Deans, Associate/Assistant Deans, the health care counselor, Student Services counseling staff or any member of the Diversity Committee.**
- **For more detailed information about your right to dignity and equality on campus, copies of the “Massachusetts Regional Community College State-wide Affirmative Action Plan”, the “Policy Statement of Sexual Harassment” and the “Americans with Disabilities Act” may be obtained in the Department of Human Resources and Affirmative Action, located in room 112.**



**Mount Wachusett**  
*Community College*

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NOTICE OF:

## **NON DISCRIMINATION**

Mount Wachusett Community College is an affirmative action/equal opportunity employer and does not discriminate on the basis of race, color, religious creed, age, physical or mental disability, sex, national origin or ancestry, marital status, sexual orientation, genetic information, or veteran status. This policy incorporated by reference and where applicable, the requirements of Federal Executive Orders 11246 and 11375 as amended; the Civil Rights Act of 1964 as amended; the Civil Rights Act of 1991; Title IX of the Higher Education Amendments of 1972 as amended; Sections 503 and 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1974; and pertinent law, regulations and executive orders; directives of the Board of Higher Education, the Boards of Trustees of the Community Colleges and the Commonwealth of Massachusetts, and other applicable local, state and federal statutes..

The following persons have been designated for inquiries regarding non-discrimination programs and policies:

- Diane M. Ruksnaitis, Associate Vice President of Human Resources/Affirmative Action Officer, room 109, (978) 630-9160.
- Donna Thibault, Disabilities Coordinator, 504 Coordinator, room 135, (978) 630-9120; TTY: (978) 632-4916.
- Ann McDonald, Executive Vice President, Americans with Disabilities Act Coordinator, room 141, (978) 630-9164; TTY: (978) 632-4916.

Inquiries concerning the application of non-discrimination policies may also be referred to the regional director, Office for Civil Rights, U.S. Department of Education, 33 Arch Street, Boston, MA 02109. Telephone: (617) 289-0111.