



# STEPHENS COLLEGE

## Statement of Nondiscrimination

Effective Date: 3/10/2022

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### Statement of Nondiscrimination (long format)

Stephens College adheres to all federal, state, and local civil rights laws prohibiting discrimination in employment and education. The College does not discriminate in its admissions practices (except as permitted by law), in its employment practices, or in its educational programs or activities on the basis of age, color, disability, gender expression and identity, genetic information, national origin, race, religion, sex, sexual orientation, or veteran status and all other classifications protected by law. The same principles apply to admissions policies and practices concerning student applicants to the undergraduate residential women's college program which enrolls only students who are sexed or gendered women and who self-identify and live as women or who are assigned female at birth but whose self-identity may not fit within the gender binary. Any member of the campus community, guest, or visitor who acts to deny, deprive, or limit the educational, employment, residential, or social access, opportunities and/or benefits of any member of the Stephens College community on the basis of a protected class is in violation of the Policy on Equal Opportunity, Harassment and Nondiscrimination for All Faculty, Students, Employees and Third-Parties.

As a recipient of federal financial assistance for education activities, Stephens College is required by Title IX of the Education Amendments of 1972 to ensure that all of its education programs and activities do not discriminate on the basis of sex/gender. Sex includes sex, sex stereotypes, gender identity, gender expression, sexual orientation, and pregnancy or parenting status. Sexual harassment, sexual assault, dating and domestic violence, and stalking are forms of sex discrimination, which are prohibited under Title IX and by Stephens College policy. Any person may report sex discrimination (whether or not the person reporting is the person alleged to have experienced the conduct), in person, by mail, by telephone, by video, or by email, using the contact information listed for the Title IX Coordinator (below). A report may be made at any time (including during non-business hours) at [www.stephens.edu/titleix](http://www.stephens.edu/titleix).

Stephens College is committed to providing reasonable, non-retroactive accommodations to qualifying students, faculty and employees with disabilities as required by Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA) of 1990, as amended, as well as state law. Disabilities may include mental or physical disabilities that substantially limit one or more of a person's major life activities, and which may require modifications to the programs, services or facilities of the College. Consistent with the law, Stephens College is not obligated to provide accommodations that are unduly burdensome or unreasonable, or that fundamentally alter the nature of the College's programs.

Stephens College also prohibits retaliation against any person opposing discrimination or participating in any discrimination investigation or complaint process internal or external to the institution.

Within any resolution process related to this policy, Stephens College provides reasonable accommodations to persons with disabilities and religious accommodations, when that accommodation is consistent with state and federal law.

Questions regarding Discrimination and Harassment Policies at Stephens College, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act of 1990, including the application and/or concerns about noncompliance, should be directed to the Equity Compliance Team.

For a complete copy of Stephens College policy and resolution procedures or for more information, please visit [www.stephens.edu/equity](http://www.stephens.edu/equity) or contact a member of the Equity Compliance Team.

Individuals who believe they have experienced discrimination, harassment, and/or retaliation in violation of Stephens College policy should contact the following:

Sex- and Gender-based Discrimination and Harassment

Shannon Walls

Title IX Coordinator

Stamper Commons Student Development Suite, Office 202

(573) 876-7250 or Campus Ext. 4250

Campus Box 2033

[sbwalls@stephens.edu](mailto:sbwalls@stephens.edu) or [titleix@stephens.edu](mailto:titleix@stephens.edu)

[www.stephens.edu/titleix](http://www.stephens.edu/titleix)

Disability-based Discrimination and Accommodations

Sady Mayer Strand

ADA/504 Coordinator

Hugh Stephens Library, Office 216

(573) 876-7240 or Campus Ext. 4240

Campus Box 2111

[smayer@stephens.edu](mailto:smayer@stephens.edu) or [adacoordinator@stephens.edu](mailto:adacoordinator@stephens.edu)

[www.stephens.edu/ada](http://www.stephens.edu/ada)

All other forms of discrimination and harassment

Chief Diversity Officer – currently vacant

Above listed staff are available during search

[www.stephens.edu/equity](http://www.stephens.edu/equity)

OR

Director of Human Resources, Michael Bates  
[mbates@stephens.edu](mailto:mbates@stephens.edu)  
(573) 876-7172 or Ext. 4172  
Campus Box 2036  
LRW, Suite 311

A person may also file a complaint with the appropriate federal, state, or local agency within the time frame required by law.

External inquiries may be made to:

Office for Civil Rights (OCR)  
U.S. Department of Education  
400 Maryland Avenue, SW  
Washington, D.C. 20202-1100  
Customer Service Hotline #: (800) 421-3481  
Facsimile: (202) 453-6012  
TDD#: (877) 521-2172  
Email: [OCR@ed.gov](mailto:OCR@ed.gov)  
Web: <http://www.ed.gov/ocr>

Office for Civil Rights, Kansas City Office  
U.S. Department of Education  
One Petticoat Lane  
1010 Walnut Street, Suite 320  
Kansas City, MO 64106  
Telephone: (816) 268-0550  
Facsimile: (816) 268-0559  
Email: [OCR.KansasCity@ed.gov](mailto:OCR.KansasCity@ed.gov)

For complaints involving employees:  
Equal Employment Opportunity Commission (EEOC)  
St. Louis District Office  
Robert A. Young Federal Building  
1222 Spruce St.  
Rm 8.100  
St. Louis, MO 63103  
Telephone: (800) 669-4000  
Facsimile: (314) 539-7894  
TTY#: (800) 669-6820  
Email: [info@eeoc.gov](mailto:info@eeoc.gov)

**Statement of Nondiscrimination** (short format)

Stephens College does not discriminate in its employment practices or in its educational programs or activities on the basis of age, color, disability, gender expression and identity, genetic information, national origin, race, religion, sex, sexual orientation, or veteran status and all other classifications protected by law. Stephens College also prohibits retaliation against any person opposing discrimination or participating in any discrimination investigation or complaint process internally or externally. Reports of misconduct, questions regarding Title IX or disability accommodations, any other concerns related to equity or noncompliance, or requests for a complete copy of the College's policy should be directed to the Stephens College Equity Compliance Team at [equity@stephens.edu](mailto:equity@stephens.edu), [www.stephens.edu/equity](http://www.stephens.edu/equity) or (573) 876-2321 or the Assistant Secretary of Education within the Office for Civil Rights (OCR) at <http://www.ed.gov/ocr>.