

Springfield College Title IX Notice of Non-Discrimination

Title IX of the Education Amendments of 1972 ("Title IX") prohibits discrimination based on sex in the education programs and activities of an institution which receives federal financial assistance. As a recipient of federal financial assistance, Springfield College (the "College") is required to adhere to Title IX requirements.

Title IX applies to programs and activities such as recruitment, admissions, financial aid and scholarships; course offerings and access; athletics; hiring and retention; and benefits and leave. Title IX also protects students and employees against unlawful acts of sexual violence, sexual harassment, sexual exploitation, domestic violence, dating violence, and stalking (collectively "gender-based misconduct"), in College programs and activities as well as from retaliation for advocating a right protected under Title IX. Sex and gender-based discrimination can be perpetrated by a person of any gender and can occur between people of the same or different sex.

In compliance with Title IX, the College prohibits discrimination on the basis of sex in employment as well as in admission, enrollment and in the provision of all services, programs and activities. The College also prohibits discrimination against a student based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions. Springfield College is committed to providing an environment free from gender-based misconduct. The College policy addressing these prohibitions is available on the College's website as indicated below.

Springfield College's Gender-Based Misconduct Policy and Procedures:

<https://springfield.edu/sites/default/files/inline-files/genderbasedmisconduct.pdf>

The College's Title IX Coordinator, working with designated deputy Title IX Coordinators and other College officials, monitors compliance with Title IX and coordinates the College's response to complaints of discrimination based on sex. These College officials provide complainants with information about institutional and law enforcement options for resolution of their complaints. They also assist complainants in receiving health, counseling, and other support services and facilitate implementation of interim measures, such as modifications to housing arrangements and class or work schedules.

Individuals with questions or concerns about Title IX or who wish to file a complaint or have information about an alleged violation may contact any of the following College officials for information and guidance on how to proceed:

Title IX Coordinator

NAME	TITLE	OFFICE LOCATION	CONTACT INFORMATION
Mary Simeoli	Title IX Coordinator	Campus Union 228	413.748.3248 msimeoli@springfieldcollege.edu

Deputy Title IX Coordinators

NAME	TITLE	OFFICE LOCATION	CONTACT INFORMATION
Sue Nowlan	Dean of Students	Campus Union 325	413.748.3922 snowlan@springfieldcollege.edu
Camille Elliott	Deputy Title IX Coordinator for Online and Regional Campus Students	Learning Commons 306	413.748.3978 celliott@springfieldcollege.edu
Jonathan Howell	Director of Human Resources	Administration Building, 2 nd Floor	413.748.3195 jhowell@springfieldcollege.edu

Important Information About Reporting Obligations:

The reporting process at Springfield College:

Springfield College encourage students, and members of the faculty and staff who are victims of sexual misconduct to talk to someone about what happened so they can get the support they need, and the College can respond appropriately. The report may be made by:

- A person who experienced gender-based misconduct and/or
- A person who has information that gender-based misconduct may have been committed.

Responsible Employee:

The College offers confidential resources through the Counseling Center and Health Center clinicians. **All** other employees are considered "Responsible Employees", Responsible Employees have a responsibility for student and employee welfare and **are required** to share with the Title IX Coordinator any report of gender-based misconduct they receive or of which they become aware.

A list of other employees who are also considered "Responsible Employees" and have the responsibility to report information regarding gender-based misconduct of which they become aware at any time include:

- Resident Directors and Resident Assistants
- Graduate Fellows
- Graduate Associates and Graduate Assistants

All College community members, even those who are not obligated by this Policy, are strongly encouraged to report information regarding any incident of gender-based misconduct to the Title IX Coordinator or a Deputy Title IX Coordinator.

Springfield College Main Campus:

In the event of an emergency, please contact the Department of Public Safety 413.748.5555.

Springfield College regional campuses:

For emergencies, please contact your local Police Department for immediate assistance.

Inquiries about Title IX also may be directed to the U.S. Department of Education's Office of Civil Rights:

Boston Office
Office of Civil Rights
U.S. Department of Education
8th Floor
5 Post Office Square
Boston, Massachusetts 02109-3921
Telephone: (617)289-0111
Email: OCR.Boston@ed.gov