

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 harassment, sexual assault, dating violence, domestic violence, and stalking in College programs and activities, as well as from retaliation for advocating a right protected under Title IX.

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. The College policy addressing these prohibitions is available on the College's website as indicated below.

Springfield College's Sexual and Gender-based Misconduct Policy and Procedures: <https://springfield.edu/sites/default/files/sexual-and-gender-based-misconduct-policy-06-2025.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
Rebecca Kalagher	Director of Community Standards and Interim Title IX Coordinator	Campus Union 325	413.748.3922 <u>rkalagher@springfield.edu</u>

Deputy Title IX Coordinators

NAME	TITLE	OFFICE LOCATION	CONTACT INFORMATION
Sue Nowlan	Dean of Students; Deputy Title IX Coordinator for Students	Campus Union 325	413.748.3922 snowlan@springfieldcollege.edu
Camille Elliott	Associate Director of Student Services; Deputy Title IX Coordinator for Pregnancy/Parenti ng Concerns and Online Students	Learning Commons 306	413.748.3978 celliott@springfieldcollege.edu
Michelle Lee Scecina	Assistant Athletic Director; Deputy Title IX Coordinator for Athletics	Physical Education Complex Athletics Office	413.748.3334 mscecina@springfieldcollege.edu
Jason Talbert	Director of Human Resources; Deputy Title IX Coordinator for Employees	Blake Hallr	413.748.3195 jtalbert@springfieldcollege.edu

Important Information About Reporting Obligations:

The reporting process at Springfield College:

Springfield College encourages 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 sexual harassment and/or
- A person who has information that sexual harassment 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 sexual harassment 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 sexual harassment of which they become aware at any time include:

- Community 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 sexual harassment 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:

Washington DC (Metro)
Office for Civil Rights
U.S. Department of Education
400 Maryland Avenue, SW
Washington, D.C. 20202-1475

Telephone: 202-453-6020
FAX: 202-453-6021; TDD: 800-877-8339
Email: OCR.DC@ed.gov