

1338 Non-Discrimination

Effective Date: 7/1/2024 | Last Reviewed: 6/9/26 | Old Policy Number: E3.35

As a Catholic College founded by the Congregation of Holy Cross, Stonehill College believes in the inherent dignity and worth of every person. As such, the College is committed to providing a multicultural environment free from discrimination for its students, faculty, staff, and alumni.

Therefore, based on the requirements of federal law and/or the laws of the Commonwealth of Massachusetts, Stonehill College prohibits discrimination on the basis of race, color, national origin, ancestry, religion, sex, disability, age, genetic information, veteran status, marital status, gender, gender identity, sexual orientation, and pregnancy, as well as any other legally protected status, in admission to, access to, treatment in, or employment in its programs and activities, except where such conditions may constitute bona fide qualifications for the programs or activities in question.

This Policy applies to all members of the College community, including employees, faculty, students, visitors, and guests. It encompasses all campus activities and College-related functions, on or off-campus, during or outside normal operational hours, and during business, academic, or athletic travel. It extends to all electronic communications, including social media, whether using College-owned devices or personal devices.

The College adheres to Title VI, Title VII, and Title IX of the Civil Rights Act of 1964, the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, and other applicable federal and state civil rights laws that prohibit discrimination and prohibit retaliation against individuals who report discrimination in good faith.

All allegations of discrimination are taken seriously, and the College responds promptly to complaints, taking appropriate action to eliminate prohibited conduct, mitigate its effects, prevent recurrence, and apply corrective measures as outlined the College's Procedures in Support of Policy 1338, Non-Discrimination.

Stonehill College prohibits all types of discrimination and/or harassment based on sex/gender-based protected categories. The College complies with state and federal harassment and discrimination laws, including Title IX, the Violence Against Women Act, and the Campus Sexual Violence Elimination Act. More detailed College policies and procedures on this topic may be found on the [Sexual and Gender-Based Misconduct and Interpersonal Violence website](#).

All individuals in positions of authority within our community must recognize the power dynamics inherent in their relationships with students and subordinates, maintaining professionalism at all times. As such this policy is interpreted consistent with the College's [Policy 1346, Employee-Student Consensual Relations](#) and [Policy 1307, Employment of Relatives](#).

Individuals who believe they have experienced discrimination may file a complaint in accordance with the College's Procedures in Support of Policy 1338. The College shall maintain a list of on-campus resources in its Procedures in Support of Policy 1338. The College shall also maintain its [Non-Discrimination Statement](#).

Note: On June 25, 2026, an update was made to include a link to the College's Non-Discrimination Statement.