



Equal Opportunity Policy & Nondiscrimination Statement

Equal Opportunity Policy

Paul Smith's College subscribes to a policy of equal opportunity. The College believes that commitment to principles of fairness and respect for all helps create a climate that is favorable to the free and open exchange of ideas, and the College seeks to reach out as widely as possible in order to attract the best individuals as students, faculty, and staff. For these reasons, decisions concerning admission to College academic and other programs, as well as employment decisions in all College departments and offices, are made on the basis of an individual's qualifications to contribute to meeting Paul Smith's educational objectives and its institutional needs. In applying this policy, the College is committed to the principle of not discriminating against individuals on the basis of personal beliefs or characteristics such as political views, religion, national or ethnic origin, race, color, sex, sexual orientation, gender identity, age, marital status, veteran status, or disability unrelated to job or program requirements.

Nondiscrimination Statement

In compliance with Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and other applicable federal, state and local laws, Paul Smith's College does not discriminate on the basis of age, race, color, sex, sexual orientation, gender identity, religion, national or ethnic origin, disability, or status as a disabled or Vietnam-era veteran in any phase of its employment process, in any phase of its admission or financial aid programs, or other aspects of its educational programs or activities. The College Compliance Coordinator - Assistant to the Vice-President for Finance and Administration is the individual designated by the College to coordinate its efforts to comply with Title IX. The Director of Accommodative Services is designated to handle Section 504 and ADA compliance concerns. The Director of Human Resources is responsible for compliance with other Equal Opportunity and Affirmative Action regulations and laws.

Questions concerning Title IX, Section 504, ADA, or other aspects of Paul Smith's College Equal Opportunity or Affirmative Action programs should be directed as follows:

Title IX Coordinator Teresa Gay, Compliance Coordinator Phelps Administration Building Room 001 (518) 327-6451 tgay@paulsmiths.edu

Affirmative Action Officer Gwen Goodman, Director of Human Resources (518) 327-6242
ggoodman@paulsmiths.edu

Title IX investigator Holly Parker, Director of Campus Safety (518) 327-6494 hparker@paulsmiths.edu