

Equal Opportunity

Applies to: All employees

Policy Statement:

Dartmouth College is committed to the principle of equal opportunity for all its students, faculty, employees, and applicants for admission and employment. For that reason, Dartmouth does not discriminate on the basis of race, color, religion, sex, age, sexual orientation, gender identity, national origin, disability, or status as a disabled or Vietnam era veteran in its programs, organizations, admission practices, and conditions of employment

Individuals with Disabilities

Dartmouth's policy is that all employment decisions are to be based on job qualifications and performance, without discrimination because of an applicant or employee's disability. Further, the institution will make every effort to provide reasonable accommodation to otherwise qualified disabled applicants and employees.

Procedure:

Inquiries regarding Section 504 or the Adults with Disabilities Act (ADA) may be directed to the institution's 504/ADA coordinator, in the Office of Institutional Diversity and Equity, 1 McNutt Hall, 603) 646-3197.

Documentation:

Dartmouth College's Equal Opportunity Policy seeks to comply with the letter and the spirit of the following laws: Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Executive Order 11246, as amended; Equal Pay Act; Age Discrimination in Employment Act; Age Discrimination Act of 1975; Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974; Sections 503/504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990; and/or any other institutional document or policy relating to equal opportunity or affirmative action practices. The student disabilities coordinator serves as Dartmouth's Section 504 coordinator.

Consistent with the requirements of Section 504 of the Rehabilitation Act of 1973, as amended, and CFR Part 1104, Dartmouth does not discriminate on the basis of disability in admission or access to, or employment in, its programs or activities. Dartmouth also complies with all applicable sections of the 1990 Americans with Disabilities Act, which prohibits discrimination against individuals with disabilities.