Equal Opportunity and Nondiscrimination

Applies to: All employees

Policy Statement:

Notice of Nondiscrimination
Dartmouth is committed to the principle of equal opportunity for all its students, faculty, staff, and applicants for admission and employment. For that reason, Dartmouth prohibits any form of discrimination against any person on the basis of race, color, religion, sex, gender identity or expression, pregnancy, age, sexual orientation, marital or parental status, national origin, citizenship, disability, genetic information, military or veteran status, or any other legally protected status in the administration of and access to the College's programs and activities, and in conditions of admission and employment. Dartmouth adheres to all applicable state and federal equal opportunity laws and regulations.

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, Dartmouth will make every effort to provide reasonable accommodation to otherwise qualified disabled applicants and employees.

Pay Transparency
Dartmouth College will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with Dartmouth College’s legal duty to furnish information.

Procedures:

Inquiries or complaints concerning the application of Title IX of the Education Amendments of 1972, including the institutional response to sex discrimination and sexual and gender-based harassment, may be referred to the Title IX Coordinator and/or the United States Department of Education:

Heather Lindkvist
Title IX Coordinator & Clery Act Compliance Officer
Parkhurst Hall, Room 009
Hanover, NH 03755-3541
Phone: 603-646-0922
Email: titleix@dartmouth.edu
Web: Dartmouth.edu/sexualrespect

Office for Civil Rights, Region I: Boston Office
United States Department of Education
5 Post Office Square, 8th Floor
Boston, MA 02109-3921
Phone: 617.289.0111 | Fax: 617.289.0150
TDD: 800.368.1019
Email: ocr.boston@ed.gov

Inquiries or complaints concerning other forms of discrimination in the educational and employment context may be referred to Vice-President of Institutional Diversity & Equity and/or the United States Department of Education or New Hampshire Commission for Human Rights:

Evelynn Eills
Vice-President of Institutional Diversity & Equity
Blunt Alumni Center, Suite 304
Hanover, NH 03755-3541
Phone: 603-646-3197 | Fax: 603-646-2516
Email: institutional.diversity.&.equity@dartmouth.edu
Web: Dartmouth.edu/~IDE

United States Equal Employment Opportunity Commission
Boston Office
John F. Kennedy Federal Building
475 Government Center
Boston, MA 02203
Phone: 800.669.4000 | Fax: 617.565.3196
TDD: 800.669.6820
Web: eeoc.gov/field/boston/index.cfm

New Hampshire Commission for Human Rights
2 Industrial Park Drive
Concord, NH 03301
Phone: 603-271-2767 | Fax: 603-271-6339
E-mail: humanrights@nhsa.state.nh.us
Web: nh.gov/hrc/

Inquiries regarding Section 504 or the Adults with Disabilities Act (ADA) and requests for reasonable accommodation may be directed to Dartmouth’s 504/ADA coordinator in the Office of Institutional Diversity and Equity, Blunt Alumni Center, (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.