

Grievance Procedure, 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, and conditions of employment and admission.

Any employee of Dartmouth College who believes that he or she has been subjected to a violation of the Equal Opportunity Policy may bring a complaint under the Equal Opportunity Grievance Procedure. In some circumstances this policy also includes guests of the College and students who have discrimination complaints against College employees.

Definitions or Regulations:

The Equal Opportunity Grievance Procedure most fully serves employees with discrimination complaints. Therefore, the entire process (described in detail on the Web site) focuses primarily on the specifics of handling complaints by and against such employees. The exceptions that apply when complaints are by or against students or against faculty members are explained in a separate document. Complaints against faculty are handled by the dean of the faculty of arts and sciences or the deans of the professional schools. When informal resolution is unsuccessful, formal charges against faculty are handled under Paragraph 4 of the Agreement Concerning Academic Freedom, Tenure, and Responsibility as set out in the Organization of the Faculty of Arts and Sciences.

Procedure:

Complaints arising under the circumstances described above should be reported to the Office of Institutional Diversity and Equity.

Complainants must register their concerns within two academic terms (six months) of the alleged violation in order to have access to the entire Equal Opportunity Grievance Procedure. The grievance procedure consists of three levels: informal resolution, informal review, and formal hearing. Details regarding these specific procedures can be found at <http://www.dartmouth.edu/~ide/policies/grievance/index.html>

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

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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.

Information about the Equal Opportunity Grievance Procedure is available in the affirmative action plan and on the Web at <http://www.dartmouth.edu/~ide/policies/>