

NOTICE OF NON DISCRIMINATION

Franklin Pierce University, in recognition of its obligation under Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA), and the Age Discrimination Act (ADEA), has established the following policy on non-discrimination: Franklin Pierce University does not discriminate on the basis of sex (including sexual harassment and sexual violence in accordance with Title IX which requires that the University not discriminate in this manner), race, color, religion, age, disability, national or ethnic origin, sexual orientation, marital status or other legally protected classification in hiring, promotion and terms and conditions of employment and/or administration of educational policies, admissions policies, scholarship or loan programs, athletic and other University administered programs and activities.

Pursuant to Title IX, the following persons have been designated Compliance Coordinators to handle all inquiries regarding non-discrimination policies (including section 504/ADA):

Mr. Randy Braby
Senior Compliance Coordinator
Executive Director of Human Resources and Risk Management
DiGregorio Hall, First Floor
(603) 899-4077
brabyr@franklinperce.edu

Ms. Dawn Broussard
Coordinator of Compliance for Faculty, Staff, and Vendor Matters
Associate Director of Human Resources
DiGregorio Hall, First Floor
(603) 899-4079
broussardd@franklinperce.edu

Dr. James Earle
Coordinator of Compliance for Student Matters
Vice President for Student Affairs
Health Services and Counseling and Outreach Office
(603) 899-4162
earlejp@franklinperce.edu

In addition, for inquiries regarding the application of non-discrimination policies, people may also wish to contact:

United States Equal Employment Opportunity Commission
Boston Area Office
475 JFK federal Bldg
Government Center
Boston, MA 02203-0506
Tel: (617) 565-3200
Fax: (617) 565-3196

Office for Civil Rights
US Department of Education Boston Office
8th Floor
5 Post Office Square
Boston, MA 02109-3921
Telephone: (617) 289-0111
FAX: (617) 289-0150; TDD: (800) 877-8339
OCR.Boston@ed.gov

PROCESSING OF COMPLAINTS/RESOLUTION

Upon receipt of a complaint of discrimination or other information which causes concern about possible discrimination, the University will promptly look into the situation and conduct an investigation as may be reasonable, and it will seek to address the matter promptly and take appropriate disciplinary and/ or remedial action(s) if warranted. The University will conduct investigations discretely. Franklin Pierce University does not tolerate retaliation against persons who report incidents of discrimination (including sexual harassment or sexual violence, or other unlawful harassment), or against those who participate in investigations of discrimination. Any person who believes that they have been subject of retaliation should report the matter to one of the University's three Compliance Coordinators.

Title VI, VII, IX, ADEA, ADA/504 compliance coordinators shall coordinate University compliance with the above referenced complaints including identifying and addressing any patterns or systemic problems that arise during the review of such complaints. If it is determined that the Compliance Coordinator dealing with a specific case has a conflict of interest or is directly involved in a complaint, then the President of the University shall be called upon to assign another faculty or staff member to act as Interim Compliance Coordinator to handle the complaint.