

Simmons University

Notice on Non-Discrimination and Grievance Procedures

Revised: March 2021
Policy Owner: Office of the General Counsel

Chartered in 1899 and opened in 1902, Simmons is first and foremost an academic community whose goals include preparing students and other members of the Simmons community to be well informed, open-minded, and respectful of the values and diversity of others.

Simmons is, therefore, committed to the following principles:

- We support equal educational and employment opportunities for all persons, based on each individual's qualifications and fitness, and we seek to administer our university policies without regard to race, color, sex, sexual orientation, gender identity or expression, marital or parental status, religion, age, national or ethnic origin, socio-economic status, ancestry, disability, veterans' status or genetic predisposition.
 - We strive to administer our educational programs and activities, as well as the employment opportunities we provide, in accordance with all relevant state and federal requirements and implementing regulations. This includes, but is not limited to, Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Age Discrimination Act of 1975, Section 504 of the Rehabilitation Act of 1973, and Titles I and III of the Americans with Disabilities Act of 1990 and the ADA Amendments Act of 2008, the Massachusetts Equal Rights Law (M.G.L. 93, Section 102 et seq.), Equal Pay Act of 1963, the Massachusetts Equal Pay Act, and Chapter 151B of the General Laws of Massachusetts, as amended.
- We are committed to making our programs and activities accessible to individuals with disabilities, including our online/digital services and offerings. We recognize that in the virtual/online learning environment, technology-dependent teaching and learning processes may create unique and unanticipated access barriers. We encourage individuals to contact us if an obstacle to access is found to exist. (See below for how to do so.)
- We seek to build and maintain a Simmons where the diversity of our community members is met with understanding, respect, and encouragement, and where unlawful discrimination, harassment and retaliation by any member of the administration, faculty, staff, or student body against any other individual will be investigated, evaluated and redressed. The University does not tolerate unlawful discrimination or harassment of its employees or students or retaliation against those who report incidents of unlawful behavior or those who cooperate in the investigation of such complaints.

Reporting Sexual Harassment:

If you believe you have been subjected to sexual harassment, as defined in Simmons' [Sexual Harassment Policy](#), please contact our Title IX Coordinator, Gretchen Groggel Ralston, at (617) 521-2768 or gretchen.groggelralston@simmons.edu.

Students Reporting Discrimination or Retaliation:

If you are a student and you believe you have been subjected to unlawful discrimination or retaliation, please contact the Dean of your College, the Director of your Program, or our Vice President for Student Affairs, Dr. Renique Kersh, at renique.kersh@simmons.edu.

Employees Reporting Discrimination or Retaliation:

If you are an employee and you believe you have been subjected to unlawful discrimination or retaliation, please contact Human Resources -- either our Vice President and Chief People Officer, Suzie Murphy, at (617) 521-2071 or suzanne.murphy2@simmons.edu, or our Senior Employee Relations Manager, David Hollinden, at (617) 521- 3812 or [jdavid.hollinden@simmons.edu](mailto:j david.hollinden@simmons.edu).

Reporting a web/online accessibility barrier

Please use this form: <http://www.simmons.edu/report-barrier>

We are committed to making our programs and activities accessible to all individuals.

For Advice on Whom to Contact about a Concern or Incident:

If you are unsure of where to bring complaints or concerns about unlawful discrimination, harassment or retaliation, please contact the Office of the General Counsel at 617-521-2276 or kathleen.rogers@simmons.edu.