

**Office of Equity,
Diversity, and Inclusion**

**NOTICE OF
NON-DISCRIMINATION**

FALL 2017

PURSUANT TO APPLICABLE LAWS AND REGULATIONS, OBERLIN COLLEGE SHARES INFORMATION EACH YEAR ABOUT SEVERAL POLICIES THAT DESCRIBE OUR COMMUNITY STANDARDS FOR AND PROCESSES RELATED TO CREATING AN EDUCATIONAL AND WORK ENVIRONMENT FREE FROM DISCRIMINATION AND HARASSMENT. FOR DETAILS, PLEASE FOLLOW THE LINKS IN COLOR BELOW.

IF YOU ARE VIEWING A PRINTED COPY OF THIS DOCUMENT, PLEASE FIND AN INTERACTIVE PDF AT [GO.OBERLIN.EDU/NON-DISCRIMINATION](https://go.oberlin.edu/non-discrimination)

- [The Policy on Discrimination and Harassment](#)
- [The Sexual Misconduct Policy](#)
- [Oberlin College Statement of Non-Discrimination](#)
- [Information Presented in Compliance with the Clery Act](#)

Under these policies and applicable law, Oberlin prohibits discrimination and harassment based on the following categories: race, color, sex, marital status, religion, creed, national origin, disability, age, military or veteran status, sexual orientation, family relationship to an employee of Oberlin College, genetic information, and gender identity and expression. The Sexual Misconduct Policy prohibits gender harassment and sexual misconduct, intimate partner violence, and stalking.

In addition to describing conduct that is prohibited by the college, these policies explain reporting and resolution options for people who experience discrimination and harassment. The college's non-discrimination policies and processes are consistent with applicable federal and state law. Below you will find additional information about specific applicable laws and the agencies that oversee them.

If you need support or assistance related to the impact of any form of discrimination and harassment prohibited by these policies on your education or work, please contact the Office of Equity, Diversity, and Inclusion at (440) 775-8555 or edi@oberlin.edu. [You can also make a report online](#). In addition, the following individuals are available to assist members of the community with particular concerns.

For issues related to gender harassment and sexual misconduct, please contact:

Rebecca Mosely
Title IX Coordinator
Carnegie 204
52 West Lorain St.
440-775-8555
rebecca.mosely@oberlin.edu

For issues related to discrimination and harassment on the basis of disability, please contact:

Rebecca Mosely
Section 504/ADA Coordinator
Carnegie 204
52 West Lorain St.
440-775-8555
rebecca.mosely@oberlin.edu

Preventing discrimination and harassment and creating an inclusive and equitable learning and working environment is a responsibility of all members of the Oberlin community. The Office of Equity, Diversity, and Inclusion supports such efforts across campus; please let us know how we can assist you.

Thank you.

Rebecca Mosely, PhD
Title IX Coordinator
Director of Equity, Diversity, and Inclusion
Section 504/ADA Coordinator

Applicable laws include the following. The included links provide further information about these laws and their enforcement:

The Americans with Disabilities Act of 1990 prohibits discrimination and ensures equal opportunity for persons with disabilities in employment, state and local government services, public accommodations, commercial facilities, and transportation. **The U.S. Department of Education Office for Civil Rights**, the **U.S. Department of Justice Civil Rights Division, Disability Rights Section**, and the **U.S. Equal Employment Opportunity Commission** enforce various sections of the ADA, depending on the context.

Section 504 of the Rehabilitation Act of 1973 prohibits exclusion, the denial of benefits, and discrimination by reason of disability in programs or activities receiving federal funds. **The U.S. Department of Education Office for Civil Rights** provides enforcement for Section 504 with respect to recipients of federal education funds.

Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on race, color, religion, sex, or national origin. **Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA)** prohibits employment discrimination based on genetic information. **The U.S. Equal Employment Opportunity Commission** provides enforcement for Title VII and GINA.

Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in higher education. The **U.S. Department of Education Office for Civil Rights** provides enforcement for Title IX.

The Age Discrimination Act of 1975 prohibits discrimination on the basis of age in programs or activities receiving federal assistance. **The U.S. Department of Education Office for Civil Rights** provides enforcement for the Age Discrimination Act.

The Age Discrimination in Employment Act of 1967 prohibits employment discrimination based on age against individuals who are 40 years of age or older. **The U.S. Equal Employment Opportunity Commission** provides enforcement for the Age Discrimination in Employment Act.

The Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act of 1990 was amended by the reauthorization of the Violence Against Women Act in 2014. More information about the Clery Act is available through the **U.S. Department of Education**.

Ohio Revised Code Chapter 2907 describes sex offenses prohibited by state law. Reports of violations can be made to the **Oberlin Police Department**. **Oberlin College Safety and Security** is available to assist members of the campus community in contacting law enforcement by calling (440) 775-8911 (emergency) or (440) 775-8444 (non-emergency).

Ohio Revised Code Chapter 4112 prohibits discrimination in various contexts based on race, color, religion, sex, military status, national origin, disability, age, or ancestry. Reports of violations of this law can be made to the **Ohio Civil Rights Commission**.

Section 1185.02 of the Codified Ordinances of Oberlin: Oberlin prohibits discrimination in housing based on race, color, religion, sex, sexual orientation, gender identity or expression, ancestry, handicap, familial status, or national origin of any prospective owner, occupant or user of the housing. Reports of violations can be made to the **City of Oberlin Human Relations Commission**.