

President Joanne Berger-Sweeney.  
Dean Timothy Cresswell.  
Cornelia Thornburgh, Chair, Board of Trustees.

Dear President Berger-Sweeney, Dean Cresswell and Board Chair Thornburg,

Thank you for your emails and for supporting the various gatherings for students in the aftermath of the election of November 8.

In light of what we have learned, we, the undersigned members of the Trinity College faculty think that it is a good moment to reiterate the non-discrimination sentiment in the Faculty Manual:

Trinity College is committed to a policy of non-discrimination in education. 'Trinity College does not discriminate on the basis of age, race, color, religion, sex, sexual orientation, handicap or national or ethnic origin in the administration of its educational policies, admissions policies, scholarship and loan programs, and athletic and other College-administered programs.' (Trinity College Student Handbook). The Faculty endorses the College's policy and disassociates itself from any actions that violate the College policy.

We also recognize the College's broad policy of non-discrimination,

Trinity College is committed to being an academic community free of discrimination and prejudice and, to this end, abides by all applicable federal, state and local laws pertaining to non-discrimination and fair employment practices. Trinity College is committed to providing equal opportunity to all faculty and administrative staff in its employment and personnel practices, and to policies and practices which assure that there will be no discrimination against any individual on the grounds of race, color, age, ethnicity, national origin, religion, disability, sexual orientation, gender expression or gender identity. Decisions relative to appointment, employment and promotion are made on the basis of individual qualifications and merit. The College is committed to building a representative and diverse faculty, administrative staff, and student body and will undertake positive efforts to ensure that this end is achieved.

The College recognizes that the principle of non-discrimination requires the elimination of all existing discriminatory conditions, whether purposeful or inadvertent. The criteria for employment in or appointment to positions at Trinity College will not in effect or intent exhibit discrimination on any of the grounds mentioned above.

Trinity College is committed to the principle of non-discrimination in education as well as in employment. It is imperative that every member of the Trinity College community – faculty, chairpersons, administrative staff and students -take positive and constructive action to ensure the College's commitment to diversity.

In keeping with this commitment, how is the College providing for the safety and security of students, faculty, and staff who may lose legal protections for their immigration status or face other serious problems?

We suggest that the College establish itself as a 'sanctuary center of higher education,' committed to protecting the members of its community from unfair deportation, investigation, or other intimidation.

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