

THE TRUSTEES OF TRINITY COLLEGE

NON-DISCRIMINATION POLICY

Trinity College Policy No. 7.2

Non-Discrimination Policy Statement

Trinity College prepares students to be bold, independent thinkers who lead transformative lives. Ours is a community that rewards intellectual curiosity, welcomes open debate and dialogue, and strives to expand the boundaries of knowledge and compassion. By eliminating discrimination and embracing diversity, equity and inclusion, we foster an environment of trust and mutual respect where everyone who lives, studies, and works at Trinity can meaningfully engage, connect, and transform themselves and the world around them.

Scope of the Non-Discrimination Policy

Trinity College's non-discrimination policy applies to all College community members, including all trustees, students, employees, alumni, visitors, and volunteers who participate in the College's programs and activities, whether the program or activity is on- or off-campus, including any study away programs sponsored by the College. Any such individual may make a report of an alleged act of discrimination under this policy. Anyone who conducts business with the College or on College property, including vendors and independent contractors, also are expected to comply with this policy. Complaints against such individuals will be handled in accordance with existing contracts and agreements.

Maintaining our commitment to a campus climate where discrimination and discriminatory harassment are not tolerated must be a shared goal. By joining the Trinity College community, all Trinity community members accept that they too have an individual responsibility to help create an environment free of discrimination and discriminatory harassment. All members of the Trinity community should familiarize themselves with the College's non-discrimination policy, as found below; ignorance of the policy is not a reasonable defense in complaints of discrimination.

Reason for the Policy

Discrimination is contrary to the College's mission. Discriminatory acts infringe upon a victim's dignity and integrity, often denying or limiting a victim's access to academic life. Discriminatory acts are among the most egregious in our community and warrant the most serious penalties. The College is committed to responding to all reports of alleged discrimination and will use all reasonable means to prevent, confront, and eliminate such behavior. Some forms of discriminatory harassment may also violate criminal law (e.g., assault, battery) and complainants may wish to report the alleged conduct to law enforcement as well. Upon request, the College will assist individuals in filing such reports with law enforcement.

Definitions

Discrimination

Broadly speaking, discrimination entails differential treatment of an individual or a group of individuals, based on one or more of these protected classes, that has the purpose or effect of depriving such individuals equal access or opportunity in employment or education.

Discrimination may occur between parties of equal or unequal authority, whether students, faculty, or staff.

Discriminatory Harassment

Discriminatory harassment is conduct that has the purpose or effect of creating a hostile, intimidating or offensive working, living or learning environment.

Retaliation

Retaliation is defined as conduct that may reasonably be perceived to adversely affect a person's educational, living, or work environment because of his or her good- faith participation in the reporting, investigation, and/or resolution of a report of a violation of this policy; or discourage a reasonable person from making a report or participating in an investigation under this policy, any other College policy, or any other local, state, or federal complaint process.

Statement of Elaboration of the Policy

Trinity College prohibits discrimination on the basis of race, color, national origin, ancestry, religion or religious creed, gender or sex (including pregnancy), gender identity or expression, sexual orientation, disability, age, genetic information, marital status, veteran status or any other category protected by federal or state law.

Behaviors that violate the non-discriminatory policy may also violate other College policies, including Trinity College Policy on Sexual Misconduct.

Although certain actions, speech, and forms of expression may run contrary to individual beliefs, many of them are protected by law and are permissible under the principles of academic freedom. The College provides space for provocative and unpopular speech and expression so long as those actions do not violate the law and/or are not found to be targeted and intentional actions that violate the College's non-discrimination policy

This policy is Trinity College's official policy governing non-discrimination and is intended to comply with all relevant federal and state laws and the College's statements and policies. It replaces any other College policies prohibiting discrimination. The College will amend the Non-Discrimination Policy from time to time, to ensure compliance with applicable laws. The College will work in collaboration with the Faculty Conference, the Student Government Association, and the Staff Councils, prior to making any changes to this policy.

Reporting

The College encourages prompt reporting of any discriminatory behavior, and it expects full cooperation in any College investigation or judicial process regarding discrimination or discriminatory harassment allegations.

The College protects the rights and privacy of individuals reporting acts of alleged discrimination, individuals simply accused of discrimination, and individuals who participate in the College's investigation of, or efforts to address, alleged discrimination. Retaliation against any person who has made a complaint of discrimination, or who has cooperated in the investigation of such a complaint, is illegal and a violation of College policy.

Retaliation is prohibited. Even an individual absolved of alleged discrimination can be guilty of retaliation, if that individual behaves in a manner designed to "punish" or dissuade another individual who has complained of discrimination or participated in the investigation or adjudication of such a complaint.

Procedures

All personnel who are responsible for hiring and promoting employees and for the development and implementation of College programs or activities are obligated to support this policy and to respond promptly and appropriately to any concerns that are brought to their attention. The College has established procedures for the reporting and prompt, fair, and impartial investigation and adjudication of discrimination and retaliation complaints. See [Student Handbook](#) for procedures involving claims against students; [Faculty Manual](#) for procedures involving claims against faculty; and [Employee Handbook](#) for procedures involving claims against non-faculty employees.

Key Offices to Contact Regarding the Policy and its Implementation

The Responsible Officer for this policy is the Vice President for Diversity, Equity, and Inclusion.

Date of Initial Policy: April 24, 2020

Signature Line for the President

