

ANNUAL PUBLIC NOTICE of NONDISCRIMINATION

Peirce College is an Equal Opportunity Institution. The College is committed to ensuring equal opportunity in all employment decisions, policies, and practices, and in connection with all educational programs and activities (including but not limited to recruitment, admissions, access to programs and course offerings, counseling, financial aid and scholarships, employment, use of facilities, and College-sponsored extracurricular activities).

The College will not engage in or tolerate unlawful discrimination, harassment, or retaliation on the basis of race, gender, ethnicity, religion, a religious group's actual or perceived shared ancestry or ethnic characteristics, age, national origin, color, disability, marital status, familial status, veteran status, ancestry, genetic characteristics, pregnancy, childbirth, or medical conditions related to pregnancy or childbirth, creed, citizenship, sexual orientation, gender identity or expression, military status, or any other protected classifications in its employment, admissions, programs and activities as required by Title IX of the Educational Amendments of 1972, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1975, and other applicable statutes and College policies.

The College's Policy on equal opportunity supports and is consistent with the College's commitment to enhancing diversity and inclusiveness.

Diversity, Equity, & Inclusion Mission Statement

At Peirce College, Diversity, Equity, & Inclusion is broader than our commitment to equal opportunity associated with the protected classifications identified under local, state or federal law. Diversity, Equity, & Inclusion embraces diverse experiences, perspectives, ideas, styles and affiliations as well as fosters an inclusive environment. We believe that we are much stronger as a College as a result of enriching our diversity and creating a culture that promotes inclusion. We strive to ensure that we have policies and practices which are respectful of diversity and inclusion.

The Associate Vice President, Human Resources and Chief Diversity & Inclusion Officer has been designated as the interim Title IX Coordinator to handle inquiries regarding nondiscrimination policies (including policies prohibiting harassment and retaliation) and to serve as the overall campus coordinator for purposes of Title IX compliance, and is available at 3R Alumni Hall, cnrobinson@peirce.edu, or 215-670-9328.

In addition, the following individuals have been designated as Deputy Title IX Coordinators:

- The Director, Employment & Employee Services, will serve as the Deputy Title IX Coordinator for matters related to prospective or current employees, and is available at 3R Alumni Hall, dmjuarez@peirce.edu, or 215-670-9217.
- The Assistant Dean, Student Support Services, will serve as the Deputy Title IX Coordinator for matters related to prospective or current students, and is available at 2 Alumni Hall, tathomas@peirce.edu, or 215-670-9423.
- The Associate Director, Faculty Recruitment & Professional Development, will serve as the Deputy Title IX Coordinator for matters related to prospective or current employees, and is available at 2 Alumni Hall, [gamarte1@peirce.edu](mailto:gamate1@peirce.edu), or 215-670-9256.

Inquiries concerning the application of antidiscrimination laws may be referred to the Title IX Coordinators or to the Office for Civil Rights, United States Department of Education. For further information on notice of nondiscrimination, visit <http://wdcrobcolp01.ed.gov/CFAPPS/OCR/contactus.cfm> for the address and phone number of the U.S. Department of Education Office that serves your area, or call 1 (800) 421-3481.