



Equal Opportunity Policy & Nondiscrimination Statement

Equal Opportunity Policy

Paul Smith's College subscribes to a policy of equal opportunity. The College believes that commitment to principles of fairness and respect for all helps create a climate that is favorable to the free and open exchange of ideas, and the College seeks to reach out as widely as possible in order to attract the best individuals as students, faculty, and staff. For these reasons, decisions concerning admission to College academic and other programs, as well as employment decisions in all College departments and offices, are made on the basis of an individual's qualifications to contribute to meeting Paul Smith's educational objectives and its institutional needs. In applying this policy, the College is committed to the principle of not discriminating against individuals on the basis of personal beliefs or characteristics such as political views, religion, national or ethnic origin, race, color, sex, sexual orientation, gender identity, age, marital status, veteran status, or disability unrelated to job or program requirements.

Nondiscrimination Statement

Consistent with Title IX and other applicable federal laws and with applicable state laws, and as an Equal Opportunity Employer, Paul Smith's College does not discriminate based on race, color, creed, religion, ethnicity, national origin, sex/gender, gender identity/expression, sexual orientation, marital status, pregnancy, disability, age, citizenship status, veteran status, military status, familial status, predisposing genetic characteristics, conviction record, status as a victim of domestic violence, sexual violence, or stalking, or any other legally protected status, in any phase of its employment process, in any phase of its admission or financial aid programs, or other aspects of its educational programs or activities. Diverse candidates are encouraged to apply.

Questions concerning Title IX, Section 504, ADA, or other aspects of Paul Smith's College Equal Opportunity or Affirmative Action programs should be directed as follows:

Title IX Coordinator: Compliance Coordinator, Phelps Administration Building, Room 001, (518) 327-6451, Aciancia@paulsmiths.edu

Coordinating Officer, Section 504/ADA Compliance: Director of Accommodative Services, (518) 327-6414, vcase@paulsmiths.edu

Affirmative Action Officer: Director of Human Resources, Office of Human Resources, (518) 327-6242, ggoodman@paulsmiths.edu