10.10.1 STATEMENT ON NON-DISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, AND RELATED LAWS

Claremont McKenna College does not discriminate on any illegal basis in the administration of its admission, educational, or employment policies and practices, nor in the recruitment, training, promotion, financial support, or compensation of its faculty, students, or staff. The College’s specific policies dealing with discrimination and harassment, and its policies as an equal-opportunity employer, may be obtained from the Dean of Admission, the Dean of Students, the Dean of the Faculty, or the Human Resources Director. Those policies are set forth in the College’s Guide to Student Life, its Faculty Handbook, and its Staff Handbook. The College complies with all applicable state and federal laws, including, but not limited to:

- The College complies with the requirements of Title IX of the Higher Education Amendments of 1972. Inquiries concerning the application of Title IX to this institution should be referred to the Dean of Students or the Director of Human Resources.

- The College complies with the requirements of Title VII of the Civil Rights Act of 1964 and the California Fair Employment and Housing Act (“FEHA”). Inquiries concerning the application of Title VII and FEHA to this institution should be referred to the Director of Human Resources.

- The College complies with the California Unruh Civil Rights Act. Inquiries concerning the application of the Unruh Act to this institution should be referred to the Dean of Students.

- The College complies with the Family Educational Rights and Privacy Act of 1974. Inquiries concerning the application of the Family Educational Rights and Privacy Act to this institution should be referred to the Registrar’s office.

- The College complies with Section 504 of the Rehabilitation Act of 1973. Inquiries concerning the application of Section 504 to this institution should be referred to the Director of Human Resources.

- The College complies with the Americans with Disabilities Act (the “ADA”) and the Age Discrimination in Employment Act of 1967 (“ADEA”). Inquiries concerning the application of the ADA or ADEA to this institution should be referred to the Dean of Students or to the Director of Human Resources.

- The College complies with any other applicable federal, state, or local law addressing nondiscrimination and/or equal employment opportunity.

10.10.2 POLICY ON EQUAL EMPLOYMENT OPPORTUNITY AND DISCRIMINATION
In addition to its commitment to a harassment-free educational and working environment, the College is an equal opportunity employer. The College is committed to a policy of equal employment opportunities for all applicants and employees and complies with all applicable state and federal laws on the matter. The College does not unlawfully discriminate, nor does it permit its faculty members to unlawfully discriminate, on the basis of race, color, religious creed, sex (including pregnancy, childbirth or related medical conditions), gender, gender identity, national origin, ancestry, age, physical disability, mental disability, medical condition, family care status, veteran status, marital status, or sexual orientation. The College also prohibits the harassment of any employee on any of these bases. The College also makes reasonable accommodations for disabled employees. These policies apply to all areas of employment including recruitment, hiring, training, promotion, compensation, benefits, transfer, and social and recreational programs. It is the responsibility of every manager and employee to follow this policy conscientiously. Faculty members with questions regarding these policies should discuss them with the Director of Human Resources or the Dean of the Faculty.