

# NON-DISCRIMINATION STATEMENT

Office of Equal Opportunity

***Purpose:*** To establish uniform guidelines in order to promote a work and educational environment at Tufts University that is free of discrimination and harassment, and to affirm the University's commitment to equal opportunity and affirmative action.

**Revised:** June 2025

**Applicability:** This policy applies to students, faculty, staff, patients, visitors, third parties and other community members as well as applicants for employment and admission.

*Questions regarding the application of this statement and related policies may be sent or referred to the Associate Vice President of the Office of Equal Opportunity, Title VI Officer, and Title IX Coordinator, Jill Zellmer, MSW at 617.627.3298 or [jill.zellmer@tufts.edu](mailto:jill.zellmer@tufts.edu)*

# Non-Discrimination Statement

## Equal Opportunity and Non-Discrimination at Tufts University

Tufts is enriched by the many experiences and perspectives each individual member brings to our community. Tufts does not discriminate in admissions, employment or in any of its educational programs or activities and prohibits discrimination and harassment against any student, employee, job applicants, applicants for admission, or third parties<sup>1</sup> on the basis of protected categories. Those protected categories include race (including traits historically associated with race, including, but not limited to hair texture, hair type, hair length and protective hairstyles<sup>2</sup>), color, national or ethnic origin, ancestry, shared ancestry, age, religion, disability (including those with a record of a disability), sex and/or gender, gender identity and/or expression (including a transgender identity as defined by the Commonwealth of Massachusetts), sexual orientation, military or veteran status, pregnancy, lactation,<sup>3</sup> genetic information, the intersection of these identities or any other characteristic protected under applicable federal, state or local law.<sup>4</sup> Retaliation is also strictly prohibited. Tufts is an equal employment opportunity. See the full [Tufts Non-Discrimination Policy](#).

Tufts also prohibits all types of discrimination and/or harassment based on sex/gender-based protected categories. Tufts uses the umbrella term “sexual misconduct” to reflect sex/gender-based harassment and/or discrimination which includes sexual harassment, a hostile environment, quid pro quo sexual harassment and other sexual misconduct including acts of sexual violence such as rape, sexual assault, stalking, sexual exploitation, domestic violence, interpersonal/dating/relationship/intimate partner violence and other conduct which may constitute sexual misconduct under our policies such as a violation of the [Tufts University Relationships with Students Policy](#). More detailed Tufts policies and procedures on this topic may be found on the OEO website [OEO Policies and Procedures](#) page.

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<sup>1</sup> Third parties may include, among others: visitors, patients, community members, visitors to campus, vendors, contractors and/or those seeking to participate in or those who are participating in the educational and/or employment activities of Tufts University.

<sup>2</sup> <https://malegislature.gov/Laws/SessionLaws/Acts/2022/Chapter117> is the Crown Act in MA.

<sup>3</sup> Additional policies supporting pregnancy, related conditions, lactation as well as disability and religious accommodation requests can also be found on the OEO website at <https://oio.tufts.edu/policies-procedures/>.

<sup>4</sup> The Non-Discrimination Policy and the Non-Discrimination Statement will be interpreted in compliance with applicable federal, state and local laws including but not limited to: Title IX of the Education Amendments of 1972 and the Violence Against Women Act (VAWA), as amended; 2021 Campus Sexual Assault Law (M.G.L. c 6 §168E); M.G.L. c. §151B; Title VI and Title VII of the Civil Rights Act of 1964; the Age Discrimination in Employment Act of 1967 and Age Discrimination Act of 1975; the Vietnam Era Veterans Readjustment and Rights Act, Executive Order 11246 and other similar laws which prohibit discrimination, all as amended; the Americans with Disabilities Act, as amended, and Section 503 and 504 of the Rehabilitation Act of 1973 (collectively, civil rights laws). Nothing in this Statement or Policy is intended to interfere with the rights under any current collective bargaining agreements.

Any member of the Tufts University community has the right to raise concerns or make a complaint regarding discrimination/harassment under this policy without fear of retaliation. Tufts University prohibits retaliation for opposing discrimination/harassment and/or sexual misconduct and/or for filing a complaint of discrimination/harassment, sexual misconduct or related retaliation and/or for participation in protected conduct such as involvement in an investigation or the processing of such a complaint. For more information about our policies and processes, please refer to the full [Non-Discrimination Policy](#) on the Office of Equal Opportunity's (OEO) [website](#) and the corresponding process documents.

Any and all inquiries regarding the application of this statement and related policies may be referred to: **Jill Zellmer, MSW, Associate Vice President of the Office of Equal Opportunity, Title VI Officer and Title IX Coordinator**, at 617-627-3298 at 196 Boston Avenue, 4<sup>th</sup> floor, Medford, MA 02155, or at [Jill.Zellmer@tufts.edu](mailto:Jill.Zellmer@tufts.edu). Anonymous complaints may also be made by reporting online at [Tufts-OEO.Ethicspoint.com](https://tufts-oEO.ethicspoint.com), in person, or by phone.

As set forth in our policies, individuals may also file complaints with state and federal administrative agencies. These external reporting options include:

Massachusetts Commission Against Discrimination (MCAD)  
John M. McCormack Building  
One Ashburton Place, 6<sup>th</sup> floor, Room 601  
Boston, MA. 02108                      Phone: 617.994.6000

Equal Employment Opportunity Commission (EEOC)  
JFK Federal Building  
475 Government Center  
Boston, MA. 02203                      Phone: 1.800.669.4000

U.S. Department of Education  
Office for Civil Rights (OCR)  
5 Post Office Square, Boston Office, 8<sup>th</sup> floor  
Boston, MA 02109-3921                      Phone: 617.289.0111                      [OCR.Boston@ed.gov](mailto:OCR.Boston@ed.gov)