

Revised September 2023

## Non-Discrimination Statement

**Equal Opportunity and Nondiscrimination 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 on the basis of race (including traits historically associated with race, including, but not limited to, hair texture, hair type, hair length and protective hairstyles<sup>1</sup>), color, national or ethnic origin, ancestry, age, religion, disability, sex or gender (including pregnancy, sexual harassment and other sexual misconduct including acts of sexual violence such as rape, sexual assault, stalking, sexual exploitation, sexual exploitation and coercion, relationship/intimate partner violence and domestic violence), gender identity and/or expression (including a transgender identity), sexual orientation, military or veteran status, genetic information, the intersection of these identities or any other characteristic protected under applicable federal, state or local law. Retaliation is also prohibited. Tufts will comply with state and federal laws such as M.G.L. c. 151B, Title IX and its supporting regulations, Title VI and Title VII of the Civil Rights Act, the Americans with Disabilities Act, Section 503 and 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act, the Vietnam Era Veterans Readjustment and Rights Act, Executive Order 11246 and other similar laws that prohibit discrimination, all as amended. Tufts is an equal employment opportunity/affirmative action employer. See [Tufts Non-Discrimination Policy](#)

More detailed Tufts policies and procedures on this topic may be found in the [OEO Policies and Procedures](#) page.

Any member of the Tufts University community has the right to raise concerns or make a complaint regarding discrimination under this policy without fear of retaliation. Any and all inquiries regarding the application of this statement and related policies may be referred to: Jill Zellmer, MSW, Executive Director of the Office of Equal Opportunity, Title IX and 504 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). As set forth in our policies, individuals may also file

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<sup>1</sup> <https://malegislature.gov/Laws/SessionLaws/Acts/2022/Chapter117>, known as “The CROWN Act.”

## **Office of Equal Opportunity**

complaints with administrative agencies such as the U.S. Department of Education, Office for Civil Rights (“OCR”). The contact information for the local office of OCR is 617.289.0111 at Office for Civil Rights, *Boston Office* U.S. Department of Education, 8th Floor, 5 Post Office Square, Boston, MA 02109-3921. The email address for OCR is [OCR.Boston@ed.gov](mailto:OCR.Boston@ed.gov).

Please note that we also have a separate [Non-Discrimination Policy](#).