

**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. Inquiries concerning the application of Title VII to this institution should be referred to the Director of Human Resources.

The College complies with the requirements of the California Fair Employment and Housing Act ("FEHA"). Inquiries concerning the application of 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"). Inquiries concerning the application of the ADA to this institution should be referred to the Dean of Students or to the Director of Human Resources.

The College complies with the Age Discrimination in Employment Act of 1967, as amended by the Older Worker's Benefit Protection Act ("ADEA"). Inquiries concerning the application of the ADEA to the institution should be referred to the Director of Human Resources.

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