

# Non-Discrimination Notice

Bridgewater College does not discriminate on the basis of race, color, national or ethnic origin, sex, marital status, gender identity or expression, sexual orientation, disability, religion, age, veteran status, family medical or genetic information, or political affiliation in the administration of its educational policies, admissions policies, scholarship and loan programs, athletic programs, or other college programs and activities, or with regard to employment as required by Title IX of the Education Amendments of 1972, Americans with Disabilities Act of 1990, as amended, Section 504 of the Rehabilitation Act of 1973, Titles VI and VII of the Civil Rights Act of 1964, Age Discrimination Act of 1975, the Genetic Information Nondiscrimination Act of 2008, and other applicable statutes and College policies.

## **Title IX of the Education Amendments of 1972**

Title IX, the federal law that prohibits sex discrimination, provides that “no person ... shall, on the basis of sex, be excluded from participation in, be denied benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance ....” For purposes of Title IX, sex discrimination involves sexual harassment, including sexual violence. As described in its [Sexual Misconduct Policy](#), Bridgewater College prohibits sexual and gender-based harassment, including sexual assault, and other forms of interpersonal violence.

The College's Title IX Coordinators are the designated college officials with primary responsibility for coordinating the college's compliance with Title IX and other federal and state laws and regulations relating to sex-based discrimination.

Dr. Jennifer C. Hawkinberry  
Title IX Coordinator and Executive Director for Clery Compliance  
Kline Campus Center, Room 120  
540-828-8063, [jhawkinberry@bridgewater.edu](mailto:jhawkinberry@bridgewater.edu) or  
[TitleIXCoordinator@bridgewater.edu](mailto:TitleIXCoordinator@bridgewater.edu)

Katie Seymour  
Deputy Title IX Coordinator  
Funkhouser Center, Room 104  
540-828-5391, [kseymour@bridgewater.edu](mailto:kseymour@bridgewater.edu)

Heather Grant  
Deputy Title IX Coordinator  
Nininger Hall, Room 248  
540-828-8043, [hgrant@bridgewater.edu](mailto:hgrant@bridgewater.edu)

## **Title VI and Title VII of the Civil Rights Act of 1964**

The following person has been designated to handle inquiries regarding non-discrimination policies:

Dr. Leona A. Sevick  
Executive Vice President and Provost  
Flory Hall, Room 102  
540-828-5607, [lsevick@bridgewater.edu](mailto:lsevick@bridgewater.edu)

## **Age Discrimination in Employment Act of 1975**

The ADEA protects individuals from discrimination based on age in programs or activities receiving Federal financial assistance. Inquiries concerning the application of the ADEA should be directed to:

Dr. Leona A. Sevick  
Executive Vice President and Provost  
Flory Hall, Room 102  
540-828-5607, [lsevick@bridgewater.edu](mailto:lsevick@bridgewater.edu)

## **Section 504 of the Rehabilitation Act of 1973 and the Americans' with Disabilities Act**

Individuals, including Bridgewater students and employees, and participants in Bridgewater's programs or activities, may be entitled to reasonable accommodations or modifications for a disability. These laws protect individuals from

discrimination based on disability in admission, employment, treatment, or access in programs or activities receiving Federal financial assistance. The following persons have been designated to handle inquiries regarding the American with Disabilities Act, Rehabilitation Act, and related statutes and regulations:

Student inquiries should be directed to:

Denise Miller  
Director of Academic Support and Disability Services  
Flory Hall, Room 116  
540-828-5611 | [dmiller2@bridgewater.edu](mailto:dmiller2@bridgewater.edu)

Employee and Visitor inquiries should be directed to:

Kimberly Harper  
Director of Human Resources  
Finance Building, Room 9  
540-828-5393 | [kharp@bridgewater.edu](mailto:kharp@bridgewater.edu)

Complaints of discrimination, harassment, and retaliation may be directed to the Executive Vice President and Provost: [lsevick@bridgewater.edu](mailto:lsevick@bridgewater.edu); 540-828-5307. Complaints may also be filed with the [U.S. Department of Education Office for Civil Rights](#), [U.S. Equal Employment Opportunity Commission](#), and the [Commonwealth of Virginia Office of Civil Rights](#).

### **USDA Funding Notice**

Bridgewater College has partnered with the U.S. Department of Agriculture to obtain resources to enhance the College's facilities, including the recent addition to and renovation of the College's primary athletic facility. The College is posting the following notice as required by federal law by organizations which benefit from the USDA's funding program.

#### **NOTICE**

If you wish to file a Civil Rights program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, found online at [http://www.ascr.usda.gov/complaint\\_filing\\_cust.html](http://www.ascr.usda.gov/complaint_filing_cust.html), or at any USDA office, or call (866) 632-9992 to request the form. You may also write a letter containing all of the information requested in the form. Send your completed complaint form or letter to us by mail at U.S. Department of Agriculture, Director, Office of Adjudication, 1400 Independence Avenue, S.W., Washington, D.C. 20250-9410, by fax (202) 690-7442 or email at [program.intake@usda.gov](mailto:program.intake@usda.gov).