

# NONDISCRIMINATION STATEMENT

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Northwestern University prohibits discrimination on the basis of actual or perceived race, color, religion, creed, national origin, ethnicity, caste, sex, pregnancy, sexual orientation, gender identity, gender expression, parental status, marital status, age, disability, citizenship status, veteran status, genetic information, reproductive health decision making, height, weight, or any other class of individuals protected from discrimination under federal, state, or local law, regulation, or ordinance or any other classification protected by law in the matters of admissions, employment, housing or services or in the educational programs or activities it operates, as required by Title IX of the Education Amendments of 1972; Title III of the Americans with Disabilities Act of 1990, as amended in 2008; Section 504 of the Rehabilitation Act of 1973; Title VI and VII of the Civil Rights Act of 1964; the Age Discrimination Act of 1975; the Age Discrimination in Employment Act of 1967; and any other federal, state, or local laws, regulations, or ordinances that prohibit discrimination, harassment, and/or retaliation.

The University has designated the Associate Vice President for Civil Rights and Title IX Compliance to coordinate the University's compliance with federal and state civil rights laws regarding protected characteristics, including Title IX and those other laws and regulations references above:

Emily Babb  
Associate Vice President for Civil Rights and Title IX Compliance | Title IX Coordinator  
Office of Civil Rights and Title IX Compliance  
1800 Sherman Ave., Suite 4500  
Evanston, IL 60201  
(847) 467-6165  
OCR@northwestern.edu

Tiffany Little  
Senior Director, Civil Rights and Title IX Compliance | Deputy Title IX Coordinator  
Office of Civil Rights and Title IX Compliance  
1800 Sherman Ave., Suite 4500  
Evanston, IL 60201  
(847) 467-6165  
OCR@northwestern.edu

The University complies with all federal and state laws that protect individuals with disabilities from discrimination based on their disability or perceived disability status. As such, reasonable accommodations and auxiliary aids and services are available to individuals with disabilities when such modifications and services are necessary to access the institution's programs and services. The University's ADA/504 Coordinator is:

Laura Conway  
Director, ADA Compliance | ADA Coordinator  
Office of Civil Rights and Title IX Compliance  
1800 Sherman Ave., Suite 4500  
Evanston, IL 60201  
(847) 467-6165  
Accommodations@northwestern.edu

Sam Milgrom

Deputy ADA Coordinator  
Office of Civil Rights and Title IX Compliance  
1800 Sherman Ave., Suite 4500  
Evanston, IL 60201  
(847) 467-6165  
Accommodations@northwestern.edu

Inquiries about Title IX or the University's prohibitions against discrimination, harassment, and retaliation can be directed to the Associate Vice President for Civil Rights and Title IX Compliance, the ADA/504 Coordinator (for disability-related questions) or to the U.S. Department of Education Office for Civil Rights at the contact information listed below:

Complaints and inquiries regarding discrimination, harassment, and retaliation involving federal laws may be directed to:

U.S. Department of Education  
Office for Civil Rights  
John C. Kluczynski Federal Building  
230 S. Dearborn St., 37th Floor  
Chicago, IL 60604  
(312) 730-1560  
OCR.Chicago@ed.gov

U.S. Equal Employment Opportunity Commission  
John C. Kluczynski Federal Building  
230 S. Dearborn St., Suite 1866  
Chicago, IL 60604  
(312) 872-9777

Any person who believes that the University as a federal contractor has violated nondiscrimination or equal opportunity obligations may contact the Office of Federal Contract Compliance Programs (OFCCP) at

OFCCP  
U.S. Department of Labor  
200 Constitution Ave. NW  
Washington, D.C. 20210  
www.dol.gov  
(800) 397-6251