

Nondiscrimination Policy and Notice of Nondiscrimination

Beal University, (the “University”) is committed to providing a working and educational environment free of unlawful harassment, sexual violence, discrimination, and retaliation. University policy prohibits harassment or discrimination based on race, religious creed, color, national origin, ancestry, parental or marital status, sex, military and veteran status, physical and mental disability, medical condition, age, sexual orientation, sex characteristics, gender, gender identity, gender expression, genetic information, volunteer or internship status, pregnancy or related conditions, or any other classification protected by the federal, state or local law. In accordance with Title IX of the Education Amendments of 1972 (“Title IX”), Beal University does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that operates, as required by Title IX and its regulations, including in admission and employment. Beal University adopts the policy and procedures (the “Policy”) set forth herein to ensure a prompt and equitable process for those involved in an allegation of sex-based discrimination or other prohibited conduct under Title IX.

This Policy applies to all persons involved in the operation of the University and prohibits sexual or other unlawful harassment or discrimination by any employee of the University, as well as students, customers, vendors or anyone who does business with, or is otherwise affiliated with, the University. It further extends to prohibit sexual or other unlawful harassment or discrimination by or against students of the University. Any employee, student, or contract worker who violates this Policy will be subject to disciplinary action upon a finding of responsibility following application of the grievance procedures described herein. To the extent a customer, vendor, or other person with whom the University does business engages in sexual or other unlawful harassment or discrimination, the University will take appropriate corrective action.

As part of the University’s commitment to providing a discrimination-free working and learning environment, this Policy shall be widely disseminated to the University community through publications, the University website, to all employees and students, to all applicants for employment and admission, at new employee orientations, student orientations, to all professional organizations holding collective bargaining or professional agreements with the University, and other appropriate channels of communication. The University provides training to enable the University to handle any allegations of discrimination promptly and equitably. The University will quickly respond to all reports of discrimination and will take appropriate action to prevent, to correct, and if necessary, to discipline behavior that violates this Policy.

Inquiries about Title IX may be referred to Beal University’s Title IX Coordinator, the U.S. Department of Education’s Office of Civil Rights, or both. Beal University’s Title IX Coordinator is:

Robin Tardiff, 99 Farm Rd, Bangor, ME 04401, titleix@beal.edu, and 207-307-3900 ext 336.

Beal University prohibits sex discrimination and sex-based harassment in any education program or activity that it operates. Individuals may report concerns or questions to the Title IX Coordinator or titleix@beal.edu. The notice of nondiscrimination is located at <https://beal.edu/consumer-information/>.