Non-Discrimination Policy

St. Norbert College adheres to all policies of non-discrimination on the basis of age, sex, gender identity, race, color, national origin, ancestry, sexual orientation, military or veteran status, marital status, disability, religion or any other characteristic protected by the current federal, state, and local statutes. Further, the college prohibits discrimination based on genetic information and non-job related arrest record or conviction records for employment purposes.

It is the policy of St. Norbert College not to discriminate in its student admission practices, education programs, scholarship and loan programs, athletic and other school-administered activities. The college is also committed to a policy of equal employment opportunity. All personnel policies including those on employment, compensation, fringe benefits, transfers and training programs are administered without discrimination. In addition, the college requests and expects its agents and those with whom it conducts its affairs to support our commitment to these important programs.

Persons with concerns, questions or complaints in relation to this policy may contact:

**Heather Butterfield**
Assistant Vice-President of Human Resources/Title IX Deputy Coordinator for Employees
920-403-3210 or heather.butterfield@snc.edu

**Dr. John Miller**
Dean of Curriculum and Senior Diversity Officer
920-403-3530 or john.miller1@snc.edu

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The college’s Title IX and compliance coordinator serves as both the Title IX coordinator and the Section 504 coordinator, and is responsible for monitoring the college’s compliance with the Title IX of the Education Amendment of 1972 and Section 504 of the Rehabilitation Act of 1973.

Persons with concerns, questions or complaints in relation to these topics may contact:

**Sarah Olejniczak**
Title IX and Compliance Coordinator
920-403-3018 or sarah.olejniczak@snc.edu

*Adopted by the College on 07/2016  
Rev. 08/2017  
Rev. 04/2020  
Rev. 07/2020  
Rev. 08/2021*