Equal Opportunity

WPI is committed to the principle of equal opportunity in education and employment. It is the policy of WPI to provide each qualified individual - regardless of race, sex, age, color, national origin, religion, genetic identity, disability, gender identity or expression, marital or parental status, sexual orientation, transgender status, veteran status, or any other protected status – the opportunity to participate in the University’s educational and employment programs and activities in a discrimination and harassment-free environment, in accordance with state and federal laws, including Title VII of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, and the Age Discrimination Act of 1975.

Furthermore, WPI prohibits and will not tolerate unlawful discrimination or harassment. Unlawful discrimination or harassment consists of treating a person differently in any WPI program or activity based on their race, sex, age, color, national origin, religion, genetic identity, disability, gender identity or expression, marital or parental status, sexual orientation, transgender status, veteran status, or any other protected status. This includes, for example, the display or circulation of written or electronic materials or pictures degrading to either gender or to racial, ethnic, or religious groups; and verbal abuse or insults directed at or made in the presence of members of a racial, ethnic, or minority group.

WPI will administer any complaint of discrimination or harassment with the utmost degree of privacy and confidentiality possible under the circumstances of each matter and as permitted by law. Failure of any participant in an investigation process conducted under this policy to respect confidentiality, both during or after any investigation, may constitute retaliation and subject the violator to discipline. WPI prohibits and will not tolerate any form of retaliation against persons who have complained about, or participated in an investigation of a complaint about, unlawful discrimination or harassment.

WPI will make an independent inquiry into complaints of unlawful discrimination and harassment, according to applicable WPI procedures. Students/Employees who are determined to have violated this policy will be subject to disciplinary action, including suspension or expulsion, where appropriate.

Any individual who believe(s) that he or she has been subjected to prohibited discrimination or harassment in connection with any University program or activity should immediately bring the matter to the attention of Cynthia Bartelson, Director of Human Resources (faculty and staff), 508-831-5737, Philip Clay, Vice President of Student Affairs/Title IX Coordinator, (Students) 508-831-5201 or one of the other Deputy Title IX Coordinators.

Student/Employee inquiries concerning disability discrimination should be referred to Laura Rosen, Office of Disability Services/Section 504 Coordinator, 508-831-4908.