

Affirmative Action, Equal Opportunity & Diversity Policy

The Community Colleges have carefully developed and outlined the major elements of an effective Affirmative Action, Equal Opportunity & Diversity Policy with the understanding that a successful policy requires more than the knowledge of laws, regulations and current government requirements. It demands leadership, vision, and commitment to fully comprehend what challenges Community Colleges face in preparing students for the twenty-first century. The Colleges, both collectively and individually, commit themselves to not only the valuing of human dignity, but to the appreciation of the necessity of providing all members of the College Community an experience that equips them to relate to all persons and groups in the increasingly global and diverse world in which we all live and work.

The Community Colleges wish to take a role of leadership in providing an environment where equity and diversity are truly valued beyond verbal commitments and mere tolerance. This leadership role requires that we all share responsibility for making constructive campus-wide changes in response to the principles set forth in this Policy. By turning our collective energies into making Affirmative Action an integral part of campus life, we continue to fulfill our mission in developing the talents and potential of all members of our College Communities and our society.

Affirmative Action Statement

Massasoit Community College is an affirmative action/equal opportunity employer and does not discriminate on the basis of race, color, national origin, sex, disability, religion, age, veteran status, genetic information, gender identity or sexual orientation in its programs and activities as required by Title IX of the Educational Amendments of 1972, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, and other applicable statutes and college policies. The College prohibits sexual harassment, including sexual violence. Inquiries or complaints concerning discrimination, harassment, retaliation or sexual violence shall be referred to:

- [Massasoit's Affirmative Action Discrimination and/or Title IX Sexual Harassment Complaint Form](#);
- the [Massachusetts Commission Against Discrimination](#);
- the [Equal Employment Opportunities Commission](#);
- the [United States Department of Education's Office for Civil Rights](#).

If you believe you have been subjected to sexual harassment, you may file a formal complaint with the governmental agencies set forth below. Filing a complaint under this Policy does not prohibit you from filing a complaint with these agencies.

You can read [the full Policy on Affirmative Action, Equal Opportunity & Diversity](#) as a PDF.

Note: The above policy is in effect starting February 19, 2025. To view the policy in effect from August 1, 2024 to February 18, 2025 you can read the full [2024 Policy on Affirmative Action, Equal Opportunity & Diversity as a PDF](#).

United States Equal Employment Opportunity Commission ("EEOC")

One Congress Street 10th Floor
Boston, MA 02114
617-565-3200.

The Office For Civil Rights, U.S. Department of Education ("OCR")

U.S. Department of Education
8th Floor
5 Post Office Square
Boston, MA 02109-3921
Telephone: (617) 289-0111
Facsimile: (617) 289-0150
Email: OCR.Boston@ed.gov

Massachusetts Commission Against Discrimination ("MCAD")

Boston Office

- One Ashburton Place
- Rm. 601
- Boston, MA 02108
- (617) 727-3990

New Bedford Office

- 800 Purchase St., Rm 501
- New Bedford, MA 02740
- (508) 990-2390

Springfield Office

- 424 Dwight Street Rm. 220
- Springfield, MA 01103
- (413) 739-2145

Worcester Office

- Worcester City Hall
- 455 Main Street, Room 101
- Worcester, MA 01608
- (508) 799-8010