

## Employment and Non-Discrimination Policy

Notice of Non-Discrimination Hellenic College, Inc. (HCHC) admits students of any race, color, national and ethnic origin, sex, gender, sexual orientation, gender identity, religion, disability, age, or veteran status, and without regard to genetic information, to all the rights, privileges, programs, and activities generally accorded or made available to students at the College. It does not discriminate on the basis of race, color, national and ethnic origin, sex, gender, sexual orientation, gender identity, religion, disability, age, veteran status, genetic information, or any other applicable legally protected basis, in the administration of its education policies, admission policies, scholarship and loan programs, athletic and other School-administered programs, and employment policies. In accordance with Title IX, it does not discriminate on the basis of sex in its educational programs or activities. All HCHC faculty, staff, students, contractors, consultants, and volunteers are responsible for understanding and complying with the Non-Discrimination Policy. Nothing in this Notice shall require HCHC to act in a manner contrary to its Christian Orthodox mission and the teaching and tenets of the Holy Orthodox Church, rather, adhering to the policy promotes the Theology of the Orthodox Christian faith. The School reserves the right to take actions designed to ensure and promote its Orthodox Christian mission.

Inquiries regarding the application of this Notice of Non-Discrimination and HCHC's non-discrimination policies may be directed as follows:

- The Equal Employment Opportunity Coordinator/Affirmative Action Officer, Coordinator of the Age Discrimination Act of 1975, and Americans with Disabilities Act/Section 504 of the Rehabilitation Act of 1973 Coordinator, and is:
  - Vice President for Administration and Finance (Rev. Gary Alexander, [galexander@hchc.edu](mailto:galexander@hchc.edu)).
- Inquiries regarding ADA/Section 504 issues for students may also be directed to:
  - Office of Academic Services (Danielle Brown [dabrown@hchc.edu](mailto:dabrown@hchc.edu)); and
  - Dean of Students (Dr. Tim Patitsas [tpatitsas@hchc.edu](mailto:tpatitsas@hchc.edu)).
- The Coordinator of Title IX of the Education Amendments of 1972 is:
  - (Rev. Philip Halikias, DMin [phalikias@hchc.edu](mailto:phalikias@hchc.edu), [compliance@hchc.edu](mailto:compliance@hchc.edu) ).
- The Title IX Coordinator is assisted by deputy coordinators, including members of the faculty and the administration (<https://sexual-harassment.providence.edu/>).
- Concerns about the School's application of Title IX can be made externally to:
  - Assistant Secretary for Civil Rights, U.S. Department of Education, Office for Civil Rights 400 Maryland Avenue SW, Washington, DC 20202-1100, Telephone: 800-421-3481.
  - Boston Office, Office for Civil Rights, U.S. Department of Education 5 Post Office Square, 8th Floor, Boston, MA 02109-3921; Telephone: 617-289-0111.
  - Equal Employment Opportunity Commission (EEOC); Contact: <https://www.eeoc.gov/field-office/boston/location>.
- The Coordinator of the College's Anti-Harassment and Discrimination Policy and Title VI of the Civil Rights Act is:
  - (Rev. Philip Halikias, DMin [phalikias@hchc.edu](mailto:phalikias@hchc.edu), [compliance@hchc.edu](mailto:compliance@hchc.edu) ).