

Further advice or information regarding the university's Discrimination Complaint Procedures may be obtained by contacting Kristin Murphy, Director of Title IX Compliance at (978) 665-3172, or Dr. William Cummings, Deputy Title IX Coordinator at (978) 665-3130.

Jury Duty

According to the Office of the Jury Commissioner of the Commonwealth of Massachusetts, "Every U.S. citizen 17 years of age or older who is a Massachusetts resident or an inhabitant for more than 50% of the time is eligible to serve as a juror. If you are a resident of another state but a student at a Massachusetts university, you are an inhabitant for more than 50% of the year and, therefore, eligible to serve as a juror in Massachusetts."

Students who must miss class in order to fulfill their jury service requirement should notify the Office of Student Affairs to arrange for their absence. Students are required to furnish their summons notice or the certificate of service when making these arrangements.

If you have any questions about jury duty, including confirming, postponing, rescheduling, or limiting your service, please consult the Student's Guide to Jury Duty brochure, available in the Office of Student Affairs, or contact the Office of the Jury Commissioner (1-800-THE-JURY/1-800-843-5879). Further information can be found on the Office of the Jury Commissioner's website at massjury.com.

Bill of Rights

The following enumeration of rights is not to be construed to deny or disparage other rights retained by students in their capacity as members of the student body or as citizens of the community at large.

- A. Free inquiry, expression and assembly are guaranteed to all students.
- B. Students are free to pursue their educational goals; appropriate opportunities for learning in the classroom and on the campus shall be provided by the institution.
- C. The right of students to be secure in their persons, living quarters, paper and effects against unreasonable searches and seizures is guaranteed.
- D. No disciplinary sanctions will be imposed upon any student without notice to the accused of the nature and cause of the charge.
- E. A student accused of violating institutional regulations is entitled, upon request, to a hearing before the appropriate judicial body.

Access to Higher Education

Within the limits of its facilities, Fitchburg State University is open to all applicants who are qualified according to its admission requirements.

- A. The institution will make clear with this document and the *Fitchburg State University Catalog* the characteristics and expectations of students which it considers relevant to its programs.
- B. Under no circumstances will an applicant be denied admission because of race, religion, gender, sexual orientation, ethnic background or disability.

Affirmative Action Policy

It is the policy and commitment of Fitchburg State University not to discriminate on the basis of race, color, religion, creed, age, gender, sexual orientation, gender identity, genetic information, disability, veteran status, marital status, or national origin in its educational programs, activities, admissions, or employment policies, and to comply with the requirements of Federal Executive Orders 11246 and 11375 as amended, the Civil Rights Act of 1964 as amended, Title IX of the Educational Act of 1972, section 304 of the Violence Against Women's Act, Sections 503 and 504 of the Rehabilitation Act of 1973, Section 402, Vietnam Era Veterans Readjustment Assistance Act of 1974, the Civil Rights Restoration Act of 1988, the Americans with Disabilities Act of 1990 (ADA), the Civil Rights Act of 1991, and pertinent laws, regulations, and Executive Orders, directives of the Board of Higher Education of the Commonwealth of Massachusetts, and other applicable state and federal statutes.

Of particular interest to students are the following:

- A. Equal Opportunity: Fitchburg State University supports the principles of equal opportunity for employment to all qualified persons without regard to race, gender, religion, color, national origin or age. Inquiries regarding compliance may be directed to:
Kristin Murphy, Director of Title IX Compliance
(978) 665-3172; or
U.S. Department of Education
Office for Civil Rights
33 Arch Street, 9th Floor
Boston, MA 02119-1424
Telephone: (617) 289-0111
FAX: (617) 289-0150
TDD: 877-521-2172
Email: OCR.Boston@ed.gov
- B. Title IX and Violence Against Women's Act (including section 304): Fitchburg State University does not discriminate on the basis of gender, in accord with Title IX of the 1972 Education Amendments, in its educational programs, admission policies, activities or employment policies. This legislation provides that no person in the United States shall, on the basis of gender, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance. This includes protection from sexual harassment and sexual violence. Inquiries regarding compliance may be directed to: