

# NOTICE OF NON-DISCRIMINATION

---

Columbia University is committed to providing a learning, living, and working environment free from unlawful discrimination and harassment and to fostering a nurturing and vibrant community founded upon the fundamental dignity and worth of all of its members.

Consistent with this commitment, and with all applicable laws, it is the policy of the University not to tolerate unlawful discrimination or harassment in any form and to provide those who feel that they are victims of discrimination with mechanisms for seeking redress.

Also consistent with this commitment, Columbia University prohibits any form of discrimination against any person on the basis of race, color, religion, sex, gender, pregnancy, age, national origin, disability, sexual orientation, marital status, status as a victim of domestic violence, citizenship or immigration status, creed, genetic predisposition or carrier status, unemployment status, partnership status, military status, or any other applicable legally protected status in the administration of its educational policies, admissions policies, employment, scholarship and loan programs, and athletic and other University-administered programs and functions.

Nothing in this policy shall abridge academic freedom or the University's educational mission. Prohibitions against discrimination and discriminatory harassment do not extend to actions, statements or written materials that are relevant and appropriately related to course subject matter or academic debate.

*This policy governs the conduct of all Columbia University students, faculty, staff, and visitors that occurs on the University's campuses or in connection with University-sponsored programs. This policy also governs conduct by Columbia University students, faculty, staff and visitors that creates, contributes to, or continues a hostile work, educational, or living environment for a member or members of the University community.*

Inquiries or complaints regarding any form of discrimination or harassment may be directed to:

Marjory D. Fisher  
Title IX Coordinator  
Associate Vice President  
202A Philosophy Hall  
(212) 854-1276  
[mdf2166@columbia.edu](mailto:mdf2166@columbia.edu)

Laura Kirschstein  
Vice Provost for Equal Opportunity and Affirmative Action  
103 Low Library  
(212) 853-4677  
[lbk2136@columbia.edu](mailto:lbk2136@columbia.edu) ([hp2450@columbia.edu](mailto:hp2450@columbia.edu))

Department of Education  
Office for Civil Rights (New York Office)  
(646) 428-3800  
[OCR.NewYork@ed.gov](mailto:OCR.NewYork@ed.gov)