Equal Opportunity, Accessibility & Title IX

Information & Resources for Staff and Faculty

2026–2027

Danielle Joyce
Interim Deputy Title IX and Equal Opportunity Coordinator
djoyce1@skidmore.edu

Sarah Delaney Vero
General Counsel and Vice President for Human Resources
Interim Title IX Coordinator
svero@skidmore.edu

Employee Annual Mandatory Trainings

- Opened September 1, 2026
- Available on LearnMore Skidmore in Okta
- Must complete by December 4, 2026
- Employees must also review:
  - The College's Equal Employment Opportunity, Diversity, and Anti-Harassment Policies and Procedures for staff and faculty
  - Information on Title VI of the Civil Rights Law

Confidential and Anonymous Resources

FOR FACULTY AND STAFF

Employee Assistance Program
Confidential
518-793-9768

FOR STUDENTS

Confidential Resources

Counseling Center
518-580-5555

Health Services
518-580-5550

Wellspring (off-campus)
518-584-8188 · www.wellspringcares.org

Planned Parenthood
518-584-0041 or 518-374-5353

Anonymous Resources

Victim Advocate Liaisons
518-580-5484

Peer Health Educators

SGBM Reporting Obligation

All faculty and staff — except Confidential or Anonymous Resources — are required to report sexual harassment, sexual assault, domestic violence, dating violence, stalking, and any form of sexual or gender-based misconduct.

Incidents involving students

REPORT TO

- Deputy Title IX and Equal Opportunity Coordinator

Incidents involving faculty or staff

MAY ALSO REPORT TO

- Associate Dean of the Faculty for Development, Research and Infrastructure
- Chief Human Resources Officer
- and/or the appropriate department or program chair, or their direct supervisor

Reporting Procedure

1

Reassure and Assess Safety

Provide the student, staff or faculty with non-judgmental support and ensure the individual is safe.

If there is immediate danger, call Campus Safety at 518-580-5566 or 911.

Step 1

2

Refer

Explain your reporting duties AND refer individual to resources.

Step 2

3

Report to the Title IX and Equal Opportunity Office

At the earliest possible time — no later than 24 hours after the disclosure — report to:

Danielle Joyce
Interim Deputy Title IX and Equal Opportunity Coordinator
518-580-5708 djoyce1@skidmore.edu

Sarah Vero
Interim Title IX Coordinator
518-580-5714 · svero@skidmore.edu

Step 3

Equal Opportunity (New York HRL and Title VII)

Title VII of the Civil Rights Act of 1964 is a federal law that prohibits discrimination based on race, color, religion, or national origin, including shared ancestry, in employment.

Beyond Title VII, protected categories at Skidmore also include:

sex	gender	race	color
age	creed	national or ethnic origin	physical or mental disability
veteran status	pregnancy status	religion	sexual orientation
gender identity / expression	or other protected status		

Reasonable Accommodations for Faculty & Staff

Employee Handbook, https://www.skidmore.edu/employee-handbook/policies/v-q.php · Human Resources

- Covered by the Americans with Disabilities Act and the New York State Human Rights Law
- Skidmore provides reasonable accommodations for:
    - Disabilities
    - Pregnancy-related conditions
    - Sincerely-held religious beliefs
    - Victims of domestic violence, sex offenses or stalking
- Contact Associate Director of Benefits and Wellness to request an accommodation (lgoodwin@skidmore.edu)
- Skidmore may request reasonable documentation of an employee's need for accommodation and employees are encouraged to propose accommodations that would allow them to perform the essential functions of their job
- Requesting an accommodation will not lead to adverse treatment or penalty
- Disability and other personal information is kept confidential and released only as those laws require

Human Resources · extension 5800

Reporting Bias & Discrimination

1

Office of Equal Opportunity & Title IX

Discrimination and harassment complaints

Danielle Joyce
djoyce1@skidmore.edu

2

Human Resources

Discrimination and harassment complaints

Julie Delay
jdelay@skidmore.edu

3

Bias Response Group

Bias incidents affecting the campus community

www.skidmore.edu/bias

4

Campus Safety

Off-hours or emergencies

518-580-5566

Reporting, Questions and Comments

Sarah Delaney Vero

General Counsel and Vice President for Human Resources
Interim Title IX Coordinator

518-580-5714 · Barrett Center 13 · svero@skidmore.edu

Danielle Joyce

Deputy Title IX and Equal Opportunity Coordinator

518-580-5708 · Case 311 · djoyce1@skidmore.edu

Scan for policies, definitions, and reporting forms

www.skidmore.edu/sgbm