

# AMDA

## College of the Performing Arts

NEW YORK CITY • LOS ANGELES

### TITLE IX VENDOR/THIRD PARTY NON-DISCRIMINATION STATEMENT

AMDA (The American Musical and Dramatic Academy) is committed to fostering a safe and inclusive academic environment free from sex discrimination, including sexual and gender-based harassment and violence. We believe in treating all community members with respect and dignity, ensuring they can work, learn, and participate in our programs without fear of discrimination or harassment.

This commitment extends to all individuals associated with AMDA, including students, employees, and third-party community members, such as Board members, contractors, vendors, visitors, guests, artists, creatives, alums, and volunteers. Title IX, a federal law that prohibits sex discrimination in education, applies to and protects all members of the AMDA community at all our campuses, affiliated sites, centers, and programs.

As the Title IX Coordinator, AMDA wants to inform our community members that our Title IX Non-discrimination and Grievance Process Policy applies to vendors and third parties. We expect all vendors and third-party community members to comply fully with our policy and actively contribute to maintaining an environment where everyone's dignity and worth are respected.

Any acts of Prohibited Conduct, as defined in our policy, committed by vendors, third-party community members, or any other individuals against AMDA students, employees, or other community members will not be tolerated. AMDA will take appropriate and immediate actions to address any reported incidents of discrimination, harassment, sexual misconduct, or retaliation involving vendors and third parties.

By conducting business or engaging with AMDA, vendors and third parties acknowledge that they are subject to our Title IX Non-discrimination and Grievance Process Policy. We expect all community members to work together to create a culture of inclusivity, respect, and safety for everyone.

If you have any concerns or questions or become aware of potential violations of this policy, we encourage you to contact the Title IX Coordinator or any other designated authorities at AMDA. Together, we can ensure that AMDA remains a place where all individuals can thrive and achieve their full potential, free from discrimination and harassment.

Eugene Smith,  
Title IX and Equity Coordinator  
Date of Policy Adoption: September 13, 2023  
Date of Last Revision: September 20, 2023

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### EQUITY, DIVERSITY, AND INCLUSION AT AMDA

#### Non-Discrimination

AMDA College of the Performing Arts, in accordance with applicable Federal and State law as well as institutional policy, prohibits discrimination on the basis of race, ethnicity, gender identity, gender expression, sexual orientation, disability, religious beliefs and affiliations, age, socioeconomic status, class, national origin, body type, citizenship status, marital status, familial status, pregnancy, domestic violence victim status, military or veteran status, genetic predisposition status, or criminal conviction. AMDA complies with the Rehabilitation Act of 1973 and the Americans with Disabilities Act and also prohibits sexual harassment in all programs, services, activities, or employment.

*This non-discrimination policy covers admission, access, and treatment in all institutional programs and activities. As outlined in the AMDA Code of Conduct, if a student is found to be in violation of any such policies, they are subject to disciplinary sanctions ranging from a disciplinary warning up to and including dismissal.*

All members of the AMDA community are expected to abide by this non-discrimination policy and to comply with Title VI and Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, (ADEA), Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, (ADA), and applicable amendments.

The following persons(s) have been designated coordinators for compliance with Section 504 of the Rehabilitation Act of 1973 and for the Americans with Disabilities Act:

#### Students:

Hannah Enenbach, Director of Accessibility Services / ADA Coordinator  
[henenbach@amda.edu](mailto:henenbach@amda.edu) | 646-823-5297 | 6305 Yucca Street, Los Angeles, CA 90028

#### New York Employees:

Abigail Saunders, Director of Human Resources  
[asaunders@amda.edu](mailto:asaunders@amda.edu) | 212-957-3373 | 421 W 54th Street, New York, NY 10019

#### Los Angeles Employees:

Debra Walsh, Vice President of Human Resources  
[dwalsh@amda.edu](mailto:dwalsh@amda.edu) | 323-603-5919 | 6305 Yucca Street, Los Angeles, CA 90028

#### Appeals:

Chianti Blackmon, Vice President of Equity, Diversity and Inclusion  
[cblackmon@amda.edu](mailto:cblackmon@amda.edu) | 212-957-3324 | 421 W 54th Street, New York, NY 10019

*AMDA makes every effort to accommodate individuals with disabilities for college-sponsored events and programs. If you have accommodation needs or questions, please contact Hannah Enenbach, Director of Accessibility Services and ADA Coordinator, at [henenbach@amda.edu](mailto:henenbach@amda.edu) or call 646-823-5297. Please note that for requests that require AMDA to contract with outside services or providers, advance notice is necessary. Sign language interpreters will not be automatically provided for College-sponsored events without a request for services. To guarantee availability of interpreters, requests must be made at least one week in advance of the event.*

The following persons(s) have been designated coordinators for Title IX:

Dr. Eugene Smith, Title IX and Equity Coordinator  
[esmith@amda.edu](mailto:esmith@amda.edu) | [NYTitleIX@amda.edu](mailto:NYTitleIX@amda.edu) | [LATitleIX@amda.edu](mailto:LATitleIX@amda.edu)  
Lauren Trapido, Deputy Title IX Coordinator  
[ltrapido@amda.edu](mailto:ltrapido@amda.edu) | [NYTitleIX@amda.edu](mailto:NYTitleIX@amda.edu) | [LATitleIX@amda.edu](mailto:LATitleIX@amda.edu)

## EQUITY, DIVERSITY AND INCLUSION POLICIES & HATE-BIAS PROTOCOL

### LIVED NAME & PRONOUN POLICY

**LIVED NAME:** AMDA firmly believes that everyone should be addressed by the name with which they would like to be referred, and which authentically reflects their identity. AMDA acknowledges the importance that a change of name may have to students during their time with us, and therefore the institution allows for students to provide a lived first and middle name that is different from their legal name. At this time, last names/surnames can be changed only with legal name change documentation.

**PRONOUNS:** An individual's pronouns are not a preference. They are a statement of fact, and a form of self-expression and self-affirmation. Accordingly, students may indicate pronouns to be used within the College & Conservatory's information systems. This includes AMDA's Learning Management System (Canvas), as well as Student Information System (Campus Nexus). Pronouns may be added, edited, or removed at any time during enrollment. In cases when government verification is involved, such as federal loan processing, a student's sex assigned at birth may also be required. In all cases, AMDA strives to approach this with care and discretion. While students may make changes to their pronouns within Canvas at any time during enrollment within the account settings, changes to pronouns on the student record can only be made on the administrative level.

### TITLE IX

AMDA is committed to providing an academic environment free from sex discrimination, where all members of the school community are treated with respect and dignity. Sex discrimination includes both sexual and gender based harassment and violence. All members of the AMDA community, including students, employees, and third parties, are protected under this policy.

### HARASSMENT POLICY

Harassment is conduct that unreasonably interferes with an individual's performance, or creates an intimidating, hostile, or offensive environment. Threats to the health, safety, or welfare of others will not be tolerated and will result in disciplinary and/or police investigation. [See also: Sexual Harassment.](#)

### HATE-BIAS INCIDENTS

A hate-bias incident is an act of conduct, speech, or expression motivated, in whole or in part, by intolerance, bias, or prejudice against another. Unlike a hate crime, the act is not a criminal act; like a hate crime, the act is motivated by prejudice. It differs from a hate crime in that no criminal activity is involved but its effect is to discriminate, demean, embarrass, assign stereotype, harass, or exclude individuals because of their actual or perceived identities, including but not limited to: race, ethnicity, national origin, language, sex, gender identity or expression, sexual orientation, disability, age, veteran status, or religion. Examples of hate-bias incidents may include but are not limited to: speech, gestures, epithets, direct insults, graffiti, harassment, etc. Hate-bias incidents can occur even if harm is unintentional or the act is meant as a joke or prank. This definition is not meant to inhibit classroom discussion of sensitive or controversial topics related to the above. This definition is also intentionally broad to reflect AMDA's values.

**The expression of viewpoints and disagreements on political or social issues is permitted at AMDA, and therefore not subject to disciplinary action. However, the expression of such opinions can have harmful impacts regardless of intention, and in some cases may undervalue personal rights, dehumanize individuals, and adversely affect someone's sense of belonging. In such cases, this protocol will be used in whole or in part as a means of promoting greater awareness of the impact of our words and behaviors, and allowing for restoration following harm - even when it is unintentional.**

AMDA is committed to addressing incidents of hate-bias and needs your assistance in bringing these incidents to our attention. If you believe that you have been a target of or witness to a hate-bias incident, please report by emailing [oedi@amda.edu](mailto:oedi@amda.edu). By documenting incidents, we can better protect and educate our community, and best enable the college and conservatory to prevent this behavior and to address it properly when it occurs.

## STATEMENT ON DIVERSITY, EQUITY AND INCLUSION

AMDA is committed to dismantling existing structures that historically exclude and oppress minoritized groups. This commitment requires each of us to take responsibility to actively grow and preserve AMDA's diverse community and culture. As such, AMDA will actively elevate and prioritize equity, diversity, inclusion, and belonging in our curriculum, creative productions, services, and administration. Most crucially, we will continue to work towards the recruitment, retention, and advancement of students, faculty, and staff from underrepresented populations in higher education and the performing arts.

As an integral part of our mission, AMDA expects all of its community members to exemplify the following principles:

**Accountability:** We build trust with others by following through on our mission and commitments. We endeavor to normalize giving and receiving feedback in the inevitable areas of growth in this work and continue to confront implicit biases and systems of oppression.

**Collaboration:** We acknowledge that our work is a shared responsibility and we best achieve our goals when we work together in an effort to create a more equitable and inclusive campus.

**Innovation:** We empower our community to define and own their unique artistry, connecting our personal experiences to our creative work. Through intentional representation, narrative reframing, and personal agency, we allow the art we create to increase our understanding of one another.

**Integrity:** We live our institutional values in our work across campuses and with each other. We show up authentically when challenged, and acknowledge that part of our wholeness is the continuation of growth and learning.

**Transparency:** We develop healthy relationships by sharing information, policies, and procedures openly with each campus and with each other, while protecting confidentiality where needed.

AMDA recognizes that honoring this commitment requires us to create and maintain campus resources, offer frequent EDI-focused learning opportunities and establish consistent and clear systems of accountability for all community members. Accordingly, AMDA rejects and condemns all forms of harassment, wrongful discrimination and disrespect, and expects that this core value will be reflected in the behaviors of all its employees and students.

### **THE OFFICE OF EQUITY, DIVERSITY, & INCLUSION**

The Office of Equity, Diversity, and Inclusion (OEDI) is committed to and responsible for institution-wide leadership to build, strengthen, and sustain a culturally conscious and responsive environment. The office provides resources, coaching, consultation, and strategies to help lead the college and conservatory and its diverse community toward a more equitable and just future through policy, classroom practices, activities and addressing workplace climate.

[oedi@amda.edu](mailto:oedi@amda.edu)