

Discrimination and Misconduct Policies and Procedures

The University of the South stands firmly for the principle that its employees, students, and participants of university-sponsored programs have a right to be free from discrimination based on race, color, sex, religion, national origin, age, disability, sexual orientation, gender identity, veteran status, pregnancy and childbirth, and genetic information, and free from sexual misconduct in its educational programs and activities and with regard to employment. The University is committed to sustaining a community in which the dignity of every individual is respected. Key to this value are efforts to nurture an environment of civility and mutual respect and to foster a culture of reporting concerns so that the University can respond promptly and equitably whenever an incident occurs. All employees, students, and participants of university-sponsored programs also have the right to be free from harassment and retaliation.

The University's policy against discrimination, harassment, sexual misconduct, and retaliation is consistent with Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, 34 CFR Part 106, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973 and 34 CFR 104.7, the Age Discrimination Act of 1975, the Age Discrimination in Employment Act of 1967, and the Genetic Information Non-Discrimination Act of 2008. In addition to contacting the Title IX Coordinator, who is the compliance coordinator, persons with inquiries regarding the application of Title IX and 34 CFR Part 106 may contact the Regional Civil Rights Director, U.S. Department of Education, Office for Civil Rights, Region IV, 61 Forsyth Street S.W., Suite 19T70, Atlanta, Georgia 30303.

More information, policy, and procedures can be found by visiting the links below to the University website:

- Non-Discrimination, Harassment, and Retaliation Policy (<http://www.sewanee.edu/media/provost/Non-Discrimination-Policy.pdf>) (includes procedures for filing a report)
- Information on Title IX (<http://www.sewanee.edu/provost/title-ix>) for employees and students
- FAQ about campus safety, Title IX, and Clery reporting (<http://www.sewanee.edu/provost/title-ix/faq-campus-safety-title-ix-and-clery-reporting>)
- Sexual Misconduct Policy (<https://www.sewanee.edu/media/provost/Sexual-Misconduct-Policy.pdf>)
- Updates from the Provost's Office on Diversity, Inclusion, and Cohesion (<http://www.sewanee.edu/provost/diversity-inclusion-and-cohesion>)
- Information and links on Reporting a Concern or Complaint (<http://www.sewanee.edu/provost/report-a-concern-or-complaint>)