Additional Policies

Assistance for Students with Disabilities

The University of the South is committed to fostering respect for the diversity of the University community and the individual rights of each member of that community. In this spirit, and in accordance with the provisions of Section 504 of the *Rehabilitation Act of 1973* and the *Americans with Disabilities Act of 1990* (ADA), the University seeks to provide students with disabilities with the reasonable accommodations needed to ensure equal access to the programs and activities of the University.

Students with documented disabilities that require academic adjustments or accommodations should register with Student Accessibility Services (https://new.sewanee.edu/campus-life/playing/wellness-commons/university-wellness-center/student-accessibility-services/) (SAS). After documenting disabilities with SAS, students are responsible for requesting academic accommodation letters each semester. Students are also responsible for providing copies of academic accommodation letters to their instructors as early as possible each semester. Accommodations will not be provided without this documentation, and accommodations cannot be applied retroactively. Students who have questions about physical accessibility of their classes should inform their instructor(s) and SAS to ensure accessible, safe, and effective educational environments.

Additional information about accommodations and Student Accessibility Services can be found at the SAS website (https://new.sewanee.edu/campus-life/playing/wellness-commons/university-wellness-center/student-accessibility-services/).

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 and activities 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. As required by Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 and the ADA Amendments Act of 2008, Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972, the University does not discriminate on the basis of sex or other protected categories in the educational programs or activities which it operates. This requirement of non-discrimination extends to admission to and employment in those programs or activities. 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 and activities have the right to be free from harassment and retaliation.

Inquiries regarding the application of Title IX may be addressed to:

- The University's Office of Title IX, Carnegie Hall 104, 735 University Avenue, Sewanee, TN 37383. Telephone: (931) 598-1301. Email: titleix@sewanee.edu; Title IX Coordinator, Brian Evans (interim), Office of Human Resources, 1300 University Avenue, Sewanee, TN 37383. Telephone: (931) 598-1860. Email: bkevans@sewanee.edu;
- U.S. Department of Education, Office for Civil Rights, Region IV, 61 Forsyth Street S.W., Suite 19T10, Atlanta, GA 30303-8927. Telephone: (404) 974-9406. Facsimile: (404) 974-9471. Email: ocr.atlanta@ed.gov; or
- Assistant Secretary for Civil Rights, U.S. Department of Education, Office for Civil Rights, 400 Maryland Avenue, SW, Washington, DC 20202-1100. Telephone: (800) 421-3481. Email: ocr@ed.gov.

The full policy on Non-Discrimination, Harassment, and Retaliation may be found here (https://new.sewanee.edu/files/resources/non-discrimination-policy.pdf).

Concerns, Complaints, and Grievances

Student grievance policies and procedures are addressed in a a number of University policies:

General information about reporting concerns and filing complaints can be found here (https://new.sewanee.edu/provost/report-a-concern-or-complaint/).

Reports of discrimination, harassment, and retaliation should be made following the processes outlined in this policy (https://new.sewanee.edu/files/resources/non-discrimination-policy.pdf).

Information about filing complaints and reports under Title IX of the Education Amendments of 1972 can be found in this recorded webinar from the U.S. Department of Education's Office for Civil Rights (https://new.sewanee.edu/titleix/), on the University's Title IX webpage (https://new.sewanee.edu/title-ix/), and in the University's Sex Discrimination and Title IX Policy (https://new.sewanee.edu/files/resources/sex-discrimination-policy-2.pdf).

The College of Arts and Sciences' grade appeal procedure is described here (http://e-catalog.sewanee.edu/arts-sciences/academic-policies-procedures/grading/#text) and the School of Theology's here (http://e-catalog.sewanee.edu/theology/academic-policies-procedures/grading/#text). Complaints in the School of Letters, including grade appeals, are governed by this policy (http://e-catalog.sewanee.edu/letters/academic-policies-procedures/complaints/).