

MEMORANDUM

To: All University Faculty, Staff and Students
From: Christopher M. Fiorentino, President
Subject: Title IX and Notice of Non-Discrimination Policies
Date: January 29, 2021

West Chester University is committed to providing a learning and working environment free from discrimination and harassment and one that is inclusive to all members of the campus community. [The Office for Diversity, Equity, and Inclusion](#), located at 104 W. Rosedale Ave., coordinates the University's compliance with non-discrimination policies and Title IX and responds to reports by providing outreach, training and educational opportunities, resources, and conducting investigations. A listing of the University's non-discrimination policies and procedures can be found here: <https://www.wcupa.edu/admin/diversityEquityInclusion/policies.aspx>

Title IX

In accordance with Title IX of the Education Amendments of 1972 (as amended), the University endeavors to foster a climate free from sexual harassment and sexual violence. These policies apply to all students and employees.

West Chester University does not discriminate on the basis of sex in the education programs or activities that we operate and are required by Title IX and its implementing regulations not to discriminate in such a manner. This extends to admission and employment. Inquiries about Title IX and its regulations may be referred to West Chester University's Title IX Coordinator or to the Assistant Secretary of the USDE. For the complete sexual misconduct policy, information on West Chester University's grievance procedures and grievance process, how to report or file a complaint of sex discrimination, how to report or file a formal complaint of sexual harassment, and how West Chester University responds to reports, please contact the Title IX Coordinator or visit our website at <https://www.wcupa.edu/admin/diversityEquityInclusion/sexualMisconduct/default.aspx>.

As it relates to Title IX for students, University policy requires that University employees immediately report the information shared with them to the Title IX Coordinator.¹ Supervisors of faculty and staff have the further responsibility of preventing and eliminating sexual harassment within the areas of their authority and are required to attend training for this purpose. If supervisors have information about alleged acts of sexual harassment by someone whom they supervise, they must take immediate steps to ensure the matter is addressed and brought to the attention of the Title IX Coordinator/Director

¹ Designated offices on campus are able to provide private services to individuals impacted by sexual misconduct. The Counseling Center and Mental Health Clinic provide complete confidentiality; Counselors are not required to report the incident to the Title IX Coordinator. The Student Health Center is able to provide limited confidentiality, as they are not required to disclose the identity of the individual but are required to report that an incident occurred.

for Equity and Compliance. Training dates for supervisors can be found at <https://www.wcupa.edu/admin/diversityEquityInclusion/odeiTrainingEducation.aspx>.

These links include information on the reporting expectations of university employees as it relates to sexual harassment and sexual misconduct:

- <https://www.wcupa.edu/admin/diversityEquityInclusion/sexualHarassment.aspx>
- <https://www.wcupa.edu/admin/diversityEquityInclusion/sexualMisconduct/faqEmployees.aspx>

Reports to the Director for Equity and Compliance and Title IX Coordinator, Lynn Klingensmith, can be made by phone at 610.436.2433, in person during office hours, or online at <https://www.wcupa.edu/sexualmisconductreport>. Our policies and procedures encourage prompt reporting, prohibit retaliation and promote timely, fair and impartial investigation. Resolution of harassment and/or sexual misconduct cases in a manner that eliminates the harassment and/or sexual misconduct, prevents its recurrence, and addresses its effects is vitally important.

Non-Discrimination

To achieve our educational mission and comply with federal and state laws and regulations, **West Chester University prohibits discrimination on the basis of race, color, sex, pregnancy, gender identity or expression, sexual orientation, age, national origin, disability, religion, veteran status, genetic information or legally protected statuses.** This covers all University programs and activities, including but not limited to employment, student recruitment, admissions, financial assistance, academic offerings, study abroad and athletics.

Reports of Discrimination can be made by phone at 610.436.2433, in person during office hours, or online at: <https://wcupa.edu/discriminationreport/>.

In addition, a complainant also has the option of pursuing formal complaints (within the specified timeframes) through the following public agencies responsible for enforcing non-discrimination laws:

- Pennsylvania Human Relations Commission- (180 days)
<https://www.phrc.pa.gov/Pages/default.aspx> ; (215) 560-2496
- U.S. Dept. of Education, Office for Civil Rights- (180 days)
<https://www2.ed.gov/about/offices/list/ocr/index.html> ; (215) 656-8541
- Equal Employment Opportunity Commission- (300 days)
<https://www.eeoc.gov/>; (215) 440-2600

West Chester University Points of Contact:

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