I. **DISCRIMINATION & HARASSMENT**

A. **Prohibited Discrimination and Harassment**

La Salle University is a diverse community dedicated in the tradition of the Christian Brothers to concern for both ultimate values and for the individual values of its faculty, employees, and students. Accordingly, in support of this values-driven mission, the University does not discriminate against any students or applicants for admission based upon race, color, religion, sex, age (40 years and older), disability, national origin or ancestry, citizenship, sexual preference or orientation, marital status, gender identity, military or veteran status, genetic information, or any prohibited basis. All admissions decisions will be made in compliance with all applicable federal, state, and local antidiscrimination laws. This commitment extends to participation in all educational programs and activities of the University.

Further, La Salle University firmly believes in providing a learning environment that is free from all forms of harassment and will not tolerate any form of impermissible harassment. Such harassment disregards individual values and impedes the Lasallian mission of providing an educational community that fosters both intellectual and spiritual development. Included in this prohibition are sexual misconduct, sexual harassment, and sexual violence (each of which is explained in detail below), racial harassment, national origin harassment and harassment based upon ancestry, color, religion, age, disability, citizenship, marital status, gender identity, military or veteran status, sexual preference or orientation, genetic information, or any prohibited basis under applicable non-discrimination laws. Physical or verbal abuse or harassment of any person on University premises, at University-sponsored functions, or between any members of the University community off University premises is subject to disciplinary action pursuant to this Student Guide to Resources, Rights & Responsibilities.

The following are examples of harassing behavior:

1. unwelcome verbal comments, such as sexual innuendos, suggestive comments, jokes of a racial, sexual, or religious nature, sexual propositions, and threats, including any such comments made through e-mail or through any other electronic means and all other media;

2. non-verbal actions, such as sexual advances, displaying sexually suggestive objects, pictures, calendars, books, or magazines (including any such items depicted on clothing), making suggestive or insulting sounds, leering or ogling in a sexually-demeaning way, whistling, or obscene gestures, including any such actions taken through e-mail or through any other electronic means and all other media;

3. unwelcome physical contact, including touching, pinching, bumping or brushing the body, hugging, kissing, pushing, patting, or attempted rape or rape;

4. unwelcome verbal comments, name-calling, or symbolic or physical behavior that stigmatizes, insults, victimizes, or persecutes an individual
based upon race, national origin, religion, age, disability, or other protected basis;

5. making a student submit to any of the above types of conduct or similar harassing or discriminatory conduct as an explicit or implicit term or condition of his or her admission, enrollment, involvement in an organization, or standing within a specific course or at the University generally;

6. making a student’s submission to or rejection of such conduct or similar harassing or discriminatory conduct as the basis for a decision affecting the student; or

7. directing such conduct at a student intending to interfere with or that results in interference with his or her academic performance or creates an intimidating, hostile, or offensive educational environment.

Other forms of prohibited harassment, although not discussed at length herein, are equally prohibited.

B. **La Salle University Title IX Statement of Nondiscrimination**

Title IX of the Education Amendments of 1972 ("Title IX") prohibits discrimination in educational programs and activities on the basis of sex, including with respect to employment and admission. Prohibited sex discrimination includes sexual harassment, sexual misconduct, sexual assault, and sexual violence, as defined by and further explained in La Salle University’s harassment and discrimination policies referenced below. La Salle University does not discriminate on the basis of sex or otherwise tolerate such discrimination.

The following employees are responsible for the University’s compliance with Title IX:

**Title IX Coordinator**

**Rose Lee Pauline**
Assistant Vice President for Administration, Planning, and Affirmative Action
La Salle University
1900 West Olney Avenue
Philadelphia, PA 19141-1199
215-951-1014
pauline@lasalle.edu

The Title IX Coordinator is responsible for coordinating the University’s efforts to comply with and carry out its responsibilities under Title IX, including the coordination of training, education, communications, and administration of grievance procedures for faculty, staff, students, and other members of the University community by the Deputy Title IX Coordinators. The Title IX Coordinator acts as the central repository of the University’s efforts in meeting its compliance
responsibilities under Title IX. The Deputy Title IX Coordinators are the reporting heads of the major divisions of the University and have specific compliance duties as stated below.

**Deputy Title IX Coordinators**

**For students:**

**Vice President for Student Affairs & Dean of Students**

The Vice President for Student Affairs and Dean of Students is responsible for Title IX compliance in matters involving students, including training, education, communication, and administration of the grievance procedures for all complaints against La Salle students involving allegations of sexual harassment, including sexual misconduct and sexual violence, or unequal participation in social and extracurricular activities at the University.

**Dr. James E. Moore**
Vice President for Student Affairs & Dean of Students
La Salle University
1900 West Olney Avenue
Philadelphia, PA 19141-1199
215-951-1017
mooreje@lasalle.edu

**(See list of additional individuals designated to assist with the University’s Title IX compliance involving students in Section I.C., immediately following.)**

**For faculty, staff, and visitors:**

**Assistant Vice President of Human Resources**

The Assistant Vice President of Human Resources is responsible for Title IX compliance involving faculty, staff, and visitors, including training, education, communication, and administration of the grievance procedures for all complaints against faculty, staff, and visitors, including complaints filed by students.

**Dr. Margurete Walsh**
Assistant Vice President of Human Resources
La Salle University
1900 West Olney Avenue
Philadelphia, PA 19141
215-951-1444
walshm@lasalle.edu
For intercollegiate athletics and recreation:

**Director of Intercollegiate Athletics & Recreation**

The Director of Intercollegiate Athletics & Recreation is responsible for Title IX compliance in matters related to gender equity in La Salle University athletics programs.

**Dr. Thomas Brennan**  
Director of Intercollegiate Athletics & Recreation  
La Salle University  
1900 West Olney Avenue  
Philadelphia, PA  19141  
215-951-1425  
brennan@lasalle.edu

For academic programs:

**Provost**

The Provost is responsible for Title IX compliance in matters related to academic programming.

**Dr. Joseph Marbach**  
Provost  
La Salle University  
1900 West Olney Avenue  
Philadelphia, PA  19141  
215-951-1015  
marbach@lasalle.edu

For student enrollment:

**Vice President for Enrollment Services**

The Vice President for Enrollment Services is responsible for Title IX compliance in matters related to undergraduate and graduate student recruitment, admission, and financial aid.

**Mr. George Walter**  
Vice President for Enrollment Services  
La Salle University  
1900 West Olney Avenue  
Philadelphia, PA  19141  
215-951-1024  
walter@lasalle.edu
For security and safety:

Assistant Vice President for Security and Safety

The Assistant Vice President for Security and Safety is responsible for Title IX compliance in matters related to the administration of security patrol services in and around campus, including the referral of reports of sexual harassment and misconduct for investigation by the University and the applicable local law enforcement agency. The Assistant Vice President for Security and Safety also is responsible for compliance with the University’s reporting obligations under the Jeanne Clery Act.

Mr. Arthur Grover
Assistant Vice President for Security and Safety
La Salle University
1900 West Olney Avenue
Philadelphia, PA 19141
215-951-1675
grover77@lasalle.edu

Inquiries concerning the application of Title IX may be referred to the applicable Deputy Title IX Coordinator(s), the Title IX Coordinator, or to the United States Department of Education Office for Civil Rights, Philadelphia Office, U.S. Department of Education, The Wanamaker Building, 100 Penn Square East, Suite 515, Philadelphia, PA 19107-3323, Telephone (215) 656-8541, Fax (215) 656-8605, Email OCR.Philadelphia@ed.gov.

La Salle University Policies Regarding Sex Discrimination and Sexual Harassment

La Salle University Equal Employment Opportunity and Anti-Harassment Policy (Personnel Manual)
La Salle University Harassment and Discrimination Policy (Student Guide to Resources, Rights, & Responsibilities)

C. Additional Individuals Designated to Assist with the University’s Title IX Compliance Involving Students

The following individuals have been designated by the Vice President for Student Affairs & Dean of Students to assist with the University’s Title IX compliance in matters involving students:
D. **University Policy Statement on Ethnic Intimidation**

La Salle University is committed to providing a campus community that is free of all forms of ethnic intimidation. The University, in compliance with the Pennsylvania Intimidation Act of 1982, recognizes that certain criminal acts are a result of “malicious intention toward the race, color, religion or national origin of another individual or group of individuals.” To be considered a crime in Pennsylvania, ethnic intimidation must occur in conjunction with another offense, thereby raising the degree of the primary offense. The University encourages victims of ethnic intimidation to make complaints to appropriate University offices as set forth below and/or the appropriate law enforcement agencies:

**Students:** Vice President for Student Affairs & Dean of Students

**Faculty and Staff:** Assistant Vice President for Security and Safety, Assistant Vice President for Human Resources, or the University’s Affirmative Action Officer

E. **Sexual Misconduct, Sexual Harassment, and Sexual Violence**

Sexual misconduct, sexual violence, and sexual harassment (as those terms are defined below) are serious offenses that are prohibited by Title IX and that La Salle University will not
tolerate, whether the individuals involved are students, faculty members, employees, staff members, guests, business invitees of the University, or other third parties. La Salle University firmly believes in providing an academic environment that is inclusive, values diversity, and in which each of its community members is respected and, thus, is free from all forms of sexual misconduct. All members of the community are responsible for ensuring such an environment exists.

1. Definitions

a. Sexual Misconduct

Sexual misconduct is a broad term that describes many prohibited behaviors, including rape, non-consensual sexual contact, sexual assault, sexual violence, sexual harassment, sexual exploitation, and any other discrimination or harassment based on sex or gender.

b. Sexual Harassment

Sexual harassment includes sexual or gender-based behavior that is unwanted, unwelcome, and/or nonconsensual. Sexual harassment has the effect, whether intended or unintended, of intimidating or violating the freedom of others, interfering with an individual’s ability to participate in or benefit from the University’s programs or work environment, and otherwise harms individuals and/or the University community. Sexual harassment involves an individual’s unlawful exercise of power, intimidation, or control and does not have to involve sexual intimacy or overtly sexual acts. Also included within this definition is harassment based on sex or sex-stereotyping, even if those acts do not involve conduct of a sexual nature.

Victims of sexual harassment do not have to be of the opposite sex as the harasser. The harasser can be a supervisor, professor, co-worker, another student, staff member, advisor, guest, or business invitee of the University. Importantly, the victim of sexual harassment does not have to be the direct target of the harassment, but can be anyone affected by the harassing conduct.

(1) Examples of Sexual Harassment

In addition to the examples of harassment in Section I.A., above, examples of conduct that may rise to the level of sexual harassment include, but are not limited to:

(a) threatening negative treatment (such as a bad grade) if sexual favors are not granted or promising preferential treatment (such as a good grade) in return for sexual favors;

(b) displaying sexually explicit or suggestive objects or pictures in a professor’s office, on a residence hall door, on a computer monitor in a public space, or in other academic areas;
(c) repeatedly asking another person out on a date after he or she has been refused (note: it is permissible to politely ask on one occasion);

(d) “rating” another person’s body or sex appeal or making comments about his/her clothing or appearance;

(e) an internship or co-op supervisor engaging a student in a discussion about his/her past sexual experiences;

(f) an ex-girlfriend spreading personal stories about her sex life with her former boyfriend to the clear discomfort of the boyfriend;

(g) a student organization requiring prospective members to share stories about past sexual experiences as a prerequisite for acceptance into the student organization; or

(h) a professor making derogatory remarks about someone’s sexual identity or drawing attention to a student’s sexual orientation to illustrate a point.

c. Sexual Violence

Sexual violence is a form of sexual harassment prohibited by Title IX that refers to physical sexual acts perpetrated against a person’s will or against a person incapable of giving consent due to the use of drugs or alcohol. An individual also may be unable to give consent due to an intellectual or other disability.

(1) Examples of Sexual Violence

(a) Rape

(b) Sexual Assault

(c) Sexual Battery

(d) Sexual Coercion

F. Procedures for Dealing with Acts of Discrimination, Harassment, Sexual Misconduct, or Sexual Violence By a Student

The University takes all complaints of discrimination and harassment seriously.
In the event that a member of the University community observes or is the victim of discrimination and/or harassment by a student, the individual can take one or more of the following steps:

1. Gather Evidence of the Discrimination or Harassment
   a. retain any physical evidence of the act(s), such as harassing notes or letters, digital recordings left on voice mail or other media, screen shots of web sites or social media, and so forth;
   b. take a photograph of any harassment or discrimination and submit it to the Vice President for Student Affairs & Dean of Students or a designee; and
   c. write an account of everything that the harasser said or did, and ask any witnesses to do so as well.

2. Except in situations involving sexual violence, attempt to resolve the matter informally by telling the harasser politely but firmly that his/her conduct is not welcome and must stop.

3. Notify the Supervisor on duty for the Security and Safety Department or Community Development (call the office during office hours and the “on-call” staff member (the “CD on-call”) outside of office hours), so that they may conduct an investigation and cause the harassing or discriminatory evidence (including any graffiti) to be removed promptly.
   a. If supplies are available, the Security and Safety Office or the Community Development staff should remove the harassing or discriminatory evidence as soon as possible. If supplies are not available, Physical Facilities should be notified to take care of the problem as soon as the next shift begins.

4. Notify the Vice President for Student Affairs & Dean of Students or one of the designated individuals identified in Section I.C., above.
   a. The individual may request a that the Vice President for Student Affairs & Dean of Students or designee have an informal conversation with the alleged harasser; and
   b. The individual may request that the Vice President for Student Affairs & Dean of Students or designee direct the alleged harasser not to contact them and/or discuss taking other appropriate interim measures in order to avoid immediate danger or further harassment to the individual.

5. Complete and forward a written statement describing the alleged discrimination and/or harassment to the Vice President for Student Affairs
& Dean of Students or one of the designated individuals identified in
Section I.C., above as soon as possible (preferably within 24 hours of the
incident).

a. The Student Affairs office will contact the harassed individual
directly to assess the situation and decide on a course of action.

b. The Student Affairs office will advise the harassed individual of
any right to (1) file a report with the Philadelphia Police
Department or other local law enforcement authority, (2) complete
an Incident Report under the student disciplinary process set forth
in Section III.C. of the Student Guide to Resources, Rights and
Responsibilities (if the harasser is a student), or (3) submit a
complaint pursuant to the grievance procedure set forth in the
University’s EEO and Anti-Harassment Policy (if the harasser is
an employee, faculty member, or third party), as described in
Section I.G., below.

c. Security and Safety staff or Community Development staff may
respond by gathering additional information, confronting the
harasser, and/or providing accommodation to the complainant.

d. The Vice President for Student Affairs & Dean of Students or a
designee will consult, as appropriate, with other members of the
University community. This may include consultation with
Human Resources if a student accused of a violation of this policy
is also an employee of the University, pursuant to the University’s
policy concerning Sharing of Information About an
Employee/Student (see Section III.C.21. below).

e. An investigation and, if warranted, disciplinary action will proceed
in accordance with all relevant University procedures.

f. When there is a need for a community response in a student
residence, the Community Development supervisory staff will
work with the Vice President for Student Affairs & Dean of
Students and other members of the University community, as
appropriate, to develop the response, making use of the expertise
of appropriate persons on campus.
6. While the University encourages students to report all violations of the University’s policies prohibiting discrimination and harassment, a student has the right to not report any such violation.

Confidentiality Concerns: The University may have an independent obligation to investigate reports of discrimination or harassment in violation of University policy whether or not a student chooses to take any action. Thus, while the University will make every effort to disclose a complaint or report only to the extent necessary to effectively investigate or take appropriate remedial action, the University cannot guarantee confidentiality in its investigation. Participants in any investigation may be instructed to keep the matter strictly confidential and may be subject to disciplinary action if they fail to do so.

For further information or discussion, please contact the Vice President for Student Affairs & Dean of Students, (215) 951-1017, La Salle Union 123.

G. Policy and Procedures for Dealing with Acts of Discrimination and Harassment By University Faculty, Employees, Staff, or Third Parties

In the event that a student observes or is the victim of discrimination and/or harassment by a University faculty member, employee, staff member, or third party (who is not a student), students should follow the policy and procedures in the La Salle University Equal Employment Opportunity and Anti-Harassment Policy, which can be found online at http://www.lasalle.edu/financeadmin/hresources/. The Vice President for Student Affairs & Dean of Students or any of the individuals identified in Section I.C., above are available to provide a written copy of the policy and any assistance with respect to this procedure.

H. Additional Sources of Information or Support on Campus

The experience of discrimination and harassment can impact a person in many ways, jeopardizing a person’s emotional and physical health. It can make a person feel angry, helpless, humiliated, intimidated and/or confused. It can result in physical symptoms such as nausea, headaches and sleep disturbances. It is important to make sure to seek emotional or other support whether it be professional or from supportive friends or relatives. Some examples of available resources include:

1. La Salle University Student Counseling Center, (215) 951-1355, http://studentaffairs.lasalle.edu/scc/;
4. La Salle University Security and Safety Office, (215) 951-1300 (in particular if you feel your safety is at risk) http://www.lasalle.edu/financeadmin/security/index.php;
5. La Salle University Community Psychological Services, (215) 951-1006, (especially for part-time and graduate students); and

6. Assistant Vice President of Human Resources, Margurete Walsh, 215-951-1444, walshm@lasalle.edu (for complaints of discrimination or harassment against a University faculty member, employee, staff member, or third party).

**A NOTE ABOUT CONFIDENTIALITY:** Only the Student Counseling Center, the Student Health Center and the La Salle University Community Psychological Services can promise complete confidentiality.