Notice of Nondiscrimination

The Marianist vision of community living embraced by the University of Dayton is based on the conviction that every person has innate dignity because all people are made in the image and likeness of God.

University of Dayton Statement on Dignity Excerpt

So God created humankind in his image. In the image of God he created them; male and female he created them. (Gen. 1:27)

A primary assertion of both our religious and civil traditions is the inviolable dignity of each person. Recognition of and respect for the person are central to our life as a Christian and educational community and are what allow us to pursue our common mission while being many diverse persons. Thus, discrimination, harassment, or any other conduct that diminishes the worth of a person are incompatible with our fundamental commitment as a Catholic university conducted in the Marianist tradition.

University of Dayton Nondiscrimination Policy

The University of Dayton does not discriminate on the basis of age, race, color, creed, national or ethnic origin, sex, sexual orientation, disability, or veteran status in the planning and administration of its admissions policies, educational programs, scholarships, loans, and other financial aid, athletic and other school-administered programs, services, and activities, or in employment. Sexual harassment, which includes acts of sexual violence, is a type of sex discrimination.

Sex Discrimination, Harassment, and Assault: University of Dayton Title IX Coordinators

Title IX Rules and Regulations

Pursuant to Title IX of the Educational Amendments of 1972 to the 1964 Civil Rights Act:

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Title IX is intended to create equity between the genders in educational programs and activities. Its protections are available to both men and women.

Because a number of high profile Title IX cases have involved athletics, a common misperception exists that this law applies only to athletics. In reality, Title IX prohibits sex discrimination in employment and in virtually all University programs and activities, including, but not limited to, admissions, athletics,
financial aid, and educational programs. Sexual harassment, which includes acts of sexual violence, is a type of sex discrimination.

“Sexual Harassment” is unwelcome conduct of a sexual nature, which can include unwelcome sexual advances, requests for sexual favors, or other verbal, nonverbal, or physical conduct of a sexual nature. Thus, sexual harassment prohibited by Title IX can include conduct such as touching of a sexual nature; making sexual comments, jokes, or gestures; writing graffiti or displaying or distributing sexually explicit drawings, pictures, or written materials; calling students sexually charged names; spreading sexual rumors; rating students on sexual activity or performance; or circulating, showing, or creating e-mails or Web sites of a sexual nature.

“Sexual Violence” is a form of sexual harassment. Sexual violence refers to physical sexual acts perpetrated against a person’s will or where a person is incapable of giving consent due to the victim’s use of drugs or alcohol. An individual also may be unable to give consent due to an intellectual or other disability. A number of different acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, and sexual coercion.

Reporting Possible Title IX Violations
The University of Dayton has designated the following persons to address inquiries regarding Title IX compliance:

Title IX Coordinator
The Title IX Coordinator is responsible for coordinating the University’s compliance with Title IX. Her responsibilities include overseeing all Title IX complaints and identifying and addressing any patterns or systemic problems that arise during the review of such complaints.

If you have a question or concern about Title IX, and/or who wish to file a complaint of non-compliance, you may contact the University’s Title IX Coordinator or one of the designated Deputy Coordinators. If you have a complaint against a University of Dayton visitor for sexual harassment, sexual assault, or any other form of sexual discrimination, please contact the Title IX Coordinator. If you have a complaint relating to gender equity in athletics or against a student, a staff member, or a faculty member and for any reason feel uncomfortable about initiating a complaint with the designated Deputy Coordinator, please feel free to contact the Title IX Coordinator directly.

Lori E. Shaw
Title IX Coordinator
Assistant Dean for Student Affairs & Professor of Lawyering Skills
University of Dayton School of Law
Keller Hall Room 203
300 College Park
Dayton, OH 45469-2772
937-229-3794
lshaw1@udayton.edu
Title IX Deputy Coordinators

For complaints against students:
If you have a complaint against a University of Dayton student for sexual harassment, sexual assault, or any other form of sexual discrimination, please contact the Dean of Students.

Christine Schramm
Associate Vice President for Student Development and Dean of Students
University of Dayton
Gosiger Hall Room 202
300 College Park
Dayton, OH 45469-0965
937-229-1212
cschramm1@udayton.edu

For complaints against a faculty member:
If you have a complaint against a University of Dayton faculty member (including instructors and adjuncts) for sexual harassment, sexual assault, or any other form of sexual discrimination, please contact Associate Provost for Faculty and Administrative Affairs.

Pat Donnelly
Associate Provost for Faculty and Administrative Affairs
University of Dayton
St. Mary's Hall Room 212
300 College Park
Dayton, OH 45469-1634
937-229-3334
pdonnelly1@udayton.edu

For complaints against a staff member who is not a member of the faculty:
If you have a complaint against a University of Dayton staff member who is not a member of the faculty for sexual harassment, sexual assault, or any other form of sexual discrimination, please contact the Director of Labor Relations.

Lee Morgan
Director of Labor Relations
University of Dayton
St. Mary’s Hall Room 315
300 College Park
Dayton, OH 45469-1614
937-229-1284
Lmorgan1@udayton.edu
For complaints relating to Athletics:
If you have a complaint about gender equity in University of Dayton athletics programs, you should contact the Director of Compliance, who is responsible for Title IX Compliance in matters related to gender equity in University of Dayton athletics programs.

Angie Petrovic
Director of Compliance, Department of Athletics
University of Dayton
Frericks Convocation Center, Room 108
300 College Park
Dayton, OH 45469-1230
937-229-1285
apetrovic1@udayton.edu