

# Notice of Nondiscrimination

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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