



UNIVERSITY OF RICHMOND

Policy Manual

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| Policy #: | GOV-3101 | Policy Title: | Policy Prohibiting Discrimination |
| Effective: | August 14, 2020 | Responsible Office: | Compliance and Title IX |
| Date Approved: | August 14, 2020 | Approval: | Board of Trustees |
| Replaces Policy Dated: | April 22, 2011 | Responsible University Official: | Director of Compliance & Title IX Coordinator |

PURPOSE:

This policy is designed to foster adherence to the University of Richmond’s commitment to non-discrimination and to ensure compliance with applicable laws.

SCOPE:

This policy applies to the University of Richmond and all of its Affiliates. As used in this policy, the term “Affiliates” means organizations or entities in which the University owns a controlling interest or has the right to elect the majority of the entity’s governing board. The University shall also apply this policy, to the extent practicable, to the conduct of contractors and other third parties providing services on the University campus.

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POLICY STATEMENT:

GOV 3101.1 – Policy

The University of Richmond prohibits discrimination and harassment against applicants, students, faculty or staff on the basis of race, religion, national or ethnic origin, age, sex, sexual orientation, gender identity,

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gender expression, disability, status as a veteran or any classification protected by local, state or federal law.

As a recipient of federal funds, the University complies with federal laws prohibiting discrimination, including Title IX of the Education Amendments of 1972 (Title IX). Title IX provides that: “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

The University is committed to preventing and responding to conduct that violates its non-discrimination policy. Any individual whose conduct violates this policy will be subject to disciplinary action in accordance with applicable University policies and procedures.

GOV 3101.2 – Procedures

For questions about discrimination in education, including sex discrimination, please contact the University’s Director of Compliance and Title IX Coordinator, Kristine Henderson Fountain Hall, Suite 101, (804) 289-8186, khender3@richmond.edu. Further information about Title IX and sexual discrimination in education is available from the Assistant Secretary for Civil Rights, U.S. Department of Education, Office of Civil Rights, 400 Maryland Avenue, SW, Washington, DC, 20202-1100; 800-421-3481; OCR@ed.gov; or <http://www.ed.gov/ocr>.

1. Should I report concerns about discrimination?

The University strongly encourages prompt reporting of incidents that may constitute discrimination or harassment. Any member of the University community who believes that he or she may have been or knows someone who may have been discriminated against or subjected to harassment, including sexual harassment, in violation of the University’s policy, should report that concern or those concerns.

The University prohibits retaliation or retribution, in any form, against an individual who reports, in good faith, an actual, potential or suspected violation of this policy. See the [Policy Prohibiting Retaliation](#).

2. How do I report a concern of possible discrimination?

If you believe that you or someone you know has been discriminated against in violation of the University’s policy against discrimination, you should report your concerns as follows:

- *For cases involving students, either as the subject of the alleged discrimination or as the person alleged to be discriminating, contact:*

Tracy Cassalia, Deputy Title IX Coordinator for Students, at (804) 289-8464, tcassali@richmond.edu.

- *For disability related concerns, contact:*

Cort Schneider, Director of Disability Services at (804) 662-3017, cschnei2@richmond.edu.

- *For matters involving faculty or staff either as the subject of possible discrimination, or as the person alleged to be discriminating contact:*

Geraldine Sullivan, Deputy Title IX Coordinator for Employees and Chief Human Resources Office at (804) 289-8166, geralding.sullivan@richmond.edu

- *You may also contact:*

Kristine Henderson, Director of Compliance and Title IX Coordinator at (804) 289-8186, khender3@richmond.edu.

While the University encourages people to report concerns regarding alleged discrimination directly to the individuals listed above, reports may also be made via the University’s Ethics and Compliance Helpline. The Ethics and Compliance Helpline can be reached at (804) 287-1800 or by submitting an [online report](#).

3. How does the University respond to reports or complaints of discrimination?

Students: For information on how the University responds to reports or complaints of discrimination involving students see the [University of Richmond Policy on Preventing and Responding to Discrimination and Harassment Against Students](#) and the University of Richmond [Policy Prohibiting Sexual Misconduct](#).

Faculty and Staff: For information on how the University responds to reports or complaints of discrimination involving faculty and staff see the University of Richmond [Policy on Preventing and Responding to Discrimination and Sexual Misconduct Involving Faculty and Staff](#) and the University of Richmond [Policy Prohibiting Sexual Misconduct](#).

Sexual Misconduct: For information on how the University responds to reports or complaints of sexual misconduct see the University of Richmond [Policy Prohibiting Sexual Misconduct](#).

RELATED POLICIES:

GOV-1004 Policy Prohibiting Retaliation

GOV-3103 Policy on Preventing and Responding to Discrimination and Harassment Against Students

GOV-3102 Policy Prohibiting Sexual Misconduct

GOV-3104 Policy on Preventing and Responding to Discrimination and Sexual Misconduct Involving Faculty and Staff

POLICY BACKGROUND:

The August 2020 version this policy includes revisions to be in compliance with the Final Rule for Non-Discrimination on the Basis of Sex in Education Programs or Activities receiving Federal Financial Assistance (Title IX) issued from the Department of Education on May 19, 2020

The procedures and contacts listed in this policy are regularly updated and are not subject to review and approval by the Board of Trustees. Such updates to procedures and contact information are not reflected in the revisions history; revisions refer strictly to the policy.

Non substantive edits to update titles of staff in November 21, 2023.

POLICY CONTACTS:

Director of Compliance and Title IX Coordinator