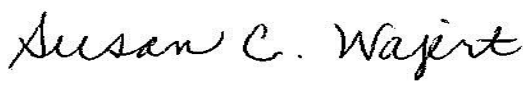


<b>SUPERSEDES: NEW</b>	<b>SECTION: 500-Academic and Student Services</b>
<b>POLICY AND PROCEDURE MANUAL</b>	<b>CODE NO. 509</b>
<b>MERCY COLLEGE OF OHIO, TOLEDO, OHIO</b>	<b>SUBJECT: Civil Rights/Nondiscrimination Policy</b>
 <hr/> Signature: Dr. Susan Wajert, President	<b>DATE ORIGINATED: May 20, 2015</b>
	<b>DATE COMMITTEE BOARD APPROVED: 08/25/2015</b>
	<b>DATE BOARD APPROVED: 09/08/2015</b>
	<b>DATE OF NEXT REVIEW: Annually</b>

### Civil Rights/Nondiscrimination Policy

**Purpose:** To commit to the practice of nondiscrimination on the bases of race, color, national and ethnic origin, sex, sexual orientation, disability, age, marital status, religion, pregnancy, genetic information, and any other legally-protected class in admissions and educational programs, services and activities, in accord with applicable federal and state law at Mercy College of Ohio.

Discrimination is defined as behavior or conduct that tends to demean or disparage an individual on the basis of race, color, national and ethnic origin, sex, disability, age, marital status, religion and any other legally-protected class.

The College will promptly and thoroughly investigate all allegations of discrimination. The College will take any action necessary against an individual(s) found guilty of discrimination including dismissal in order to maintain a harmonious campus environment. Any student who is a witness to or victim of discrimination should immediately notify the Vice-President of Student Affairs, or any member of the College’s administration, faculty, or staff. The following procedure will be utilized in cases of alleged discrimination.

1. The notification to the Vice-President of Student Affairs should be provided in writing.
2. The student bringing the complaint will suffer no retaliation from the College. The College will take every precaution available to protect the safety and well-being of the complainant during the investigation.
3. The student(s) accused of discrimination will be promptly contacted and given an opportunity to respond.
4. The accused student(s) will be formally charged through the campus judicial system if there is evidence of discrimination.
5. The accused student(s) will be notified in writing of any charges and the judicial process available.
6. A student found responsible for participating in discriminatory acts, in accordance with the Student Code of Conduct, will be subject to appropriate disciplinary sanctions. These sanctions can range from a reprimand to dismissal depending on the severity of the incident.
7. Cases of alleged discrimination involving faculty will be handled through the faculty disciplinary process. Cases of alleged discrimination involving staff or administration will be handled through Mercy Health’s *Right of Review Policy* MHP-HR-1504.0. Any faculty, staff, or administrator found responsible for participating in discriminatory acts

will be subject to appropriate disciplinary sanctions. The sanctions imposed will depend on the severity of the incident.

8. When it is determined that there is insufficient evidence of discrimination to warrant formal charges against the accused, the accuser(s) will be notified in writing of the specific reason(s) for this determination and of his/her right to pursue the matter with external enforcement agencies.

**Nondiscrimination Statement:**

*Mercy College of Ohio is committed to a policy of nondiscrimination on the bases of race, color, national and ethnic origin, sex, sexual orientation, disability, age, marital status, religion, pregnancy, genetic information, and any other legally-protected class in admissions and educational programs, services and activities, in accord with applicable federal and state law.*

The College's nondiscrimination statement, cited above, prohibits discrimination and harassment against individuals based on characteristics protected under federal and state law. The College prohibits retaliation based upon reporting of such violation. If you have questions or believe you have been subjected to discrimination, harassment, including sexual harassment, or retaliation, or may contact one of the individuals below to assist in making a complaint.

- Questions or concerns regarding the College's compliance with Title IX may be directed to the College's Title IX Coordinator:  
Jennifer Pizio  
Title IX Coordinator  
Dean of Students  
419-251-1710
- Questions or concerns regarding Section 504, please contact:  
Jennifer Pizio  
ADA/504 Coordinator  
Dean of Students  
419-251-1710
- Any other inquiries related to discrimination at the College, please contact:  
Leslie Erwin  
Vice-President of Student Affairs  
419-251-1512
- Inquiries regarding discrimination may also be addressed to the Director, Office for Civil Rights, Department of Education, 1350 Euclid Avenue, Suite 325, Cleveland, Ohio 44115. Telephone (216) 522-4970.

The following policies and procedures are used by the College in addressing various forms of discrimination complaints:

Title IX, Violence against Women, Campus SaVE Policy  
Academic Accessibility Policy  
Hazing Policy  
Student Code of Conduct