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## Policy Summary

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DePaul University has a long standing commitment to the diversity of its faculty, staff, and student body. As a university with a strong Catholic, Vincentian, and urban heritage, this commitment is particularly integral to our mission. DePaul University is committed to preserving an environment that respects the personal rights and dignity of every member of its community and providing an environment that is free from all forms of discrimination and harassment.

The Anti-Discrimination and Anti-Harassment Policy provides the overall philosophy and specific approaches for addressing discrimination, harassment, and/or related retaliation issues. It serves to augment other university-wide policies and is in accordance with federal, state, and local laws and regulations. The Anti-Discrimination and Anti-Harassment Policy combines and replaces the predecessor Sexual Harassment Policy and the Discriminatory Harassment Policy.

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## Scope

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This policy affects the following groups of the University:

- Entire University Community

This policy affects all members of the DePaul community as well as those who interact with the DePaul community and its members. This could include students, employees, vendors, and guests.

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## Policy

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It is the policy of DePaul University that no person shall be the object of discrimination or harassment on the basis of race, color, ethnicity, religion, sex, gender, gender identity, sexual orientation, national origin, age, marital status, pregnancy, parental status, family relationship status,

state, or federal law in its employment or educational settings. DePaul University reserves the right to take actions that are consistent with its policies and procedures to deal with individuals found to have engaged in harassment, discrimination and/or retaliation in violation of this policy.

#### A. Related Policies

- x [Blue Demon Duty](#)
- x [Code of Student Responsibility](#)
- x [Crime Reporting and Clery Act Compliance](#)
- x [DePaul's Guiding Principles on Speech and Expression](#)
- x [FERPA Compliance](#)
- x [Faculty Handbook](#)
- x [Formal Title IX Sexual Harassment Policy and Procedures](#)
- x [Reporting Misconduct & Non-Retaliation](#)
- x [Progressive Discipline](#)
- x [Protection of Minor Children](#)
- x [Sexual & Relationship Violence Prevention and Response](#)

#### B. Prohibited Conduct

##### Prohibited Discrimination

Examples of discrimination in violation of this policy include treating an employee or student member of the University community differently in the terms and conditions of his or her employment or education or making decisions about a person's employment, compensation, or education based upon a person's race, color, ethnicity, religion, sex, gender, gender identity or expression, sexual orientation, pregnancy, or marital status.



and/or defined by this policy, or federal, state, county, or local law that is likely to dissuade the individual from exercising his or her rights in the future.

Claims of retaliation will be investigated and, if substantiated, constitute a violation of this policy. Any acts of retaliation will be subject to appropriate disciplinary action, including but not limited to reprimand, change in work assignment, loss of privileges, mandatory suspensions, and/or termination. In conjunction with this policy, the University also enforces [Reporting Misconduct & Non-Retaliation](#) policy.

DePaul University takes good faith complaints of discrimination, harassment, and/or retaliation seriously. Individuals who knowingly make false allegations under this policy may be subject to disciplinary action, including but not limited to reprimand, suspension, and/or termination.

### C. Academic Freedom

DePaul University values the free and open exchange of ideas within an academic community. Often ideas and viewpoints can challenge our assumptions, beliefs or perspectives that are intrinsic to learning and may sometimes prove disturbing or offensive. DePaul University is committed to the principles of academic freedom and inquiry; however, discrimination and harassment as identified in this policy are neither legally protected expression nor the proper exercise of academic freedom.

### D. Reporting

#### Complaint Reporting Options

The University strongly encourages individuals who have been the subject of, or have witnessed, or are aware of, discrimination, harassment or retaliation, to ~~report~~ as soon as possible. The ability to investigate a complaint may be impacted if it is not made within a reasonable time period after the alleged occurrence(s).

An individual's options for reporting conduct that may be a violation of this policy are detailed below. Reports from third parties who have not themselves been involved in an instance of discrimination, harassment or retaliation are accepted.

For purposes of reporting, the terms employee, student, and ~~party~~ mean the following:

- x Employee: Faculty, staff, student employee.
- x Student: Student, as defined in the Code of Student Responsibility.
- x Third-party: An individual who interacts with the DePaul community and its members. This could include, but is not limited to, ~~staff~~

Human Resources, Employee Engagement & Equal Employment Opportunity (EE&EEO) is responsible for receiving, processing, and investigating a complaint that an employee or third party has engaged in discrimination, harassment, or retaliation on the basis of:

- x Race
- x Color
- x Ethnicity
- x Religion
- x National origin
- x Age
- x Disability
- x Military status
- x Genetic information
- x Other status protected by local, state, or federal law

Individuals seeking to make such a complaint should contact EE&EEO.

Contact information for EE&EEO is as follows:

14 East Jackson Boulevard, Suite 1300

(312) 362-3500

[employeerelations@depaul.edu](mailto:employeerelations@depaul.edu)

Complaints can also be submitted electronically on the Human Resources website by completing the [Complaint Form for Discrimination, Harassment and Retaliation](#)

## 2. Reporting Conduct to the Title IX Coordinator

The Title IX Coordinator is responsible for receiving, processing, and investigating a complaint that an employee, student, or third party has engaged in dis[141 BT /P 0.01 Tc 12 0 0 12 72 329.52 TTJ /T

Chicago IL 60614  
3123628970  
[titleixcoordinator@depaul.edu](mailto:titleixcoordinator@depaul.edu)

Complaints can also be submitted electronically on the [Sexual & Relationship Violence Prevention website](#)

### 3. Reporting Conduct to the Dean of Students Office

The Dean of Students Office is responsible for receiving, processing, and investigating a complaint that a student has engaged in discrimination, harassment, or retaliation on the basis of:

- x Race
- x Color
- x Ethnicity
- x Religion
- x National origin
- x Age
- x Disability
- x Military status
- x Genetic information
- x Other status protected by local, state, or federal law

Individuals seeking to make such a complaint should contact (Is)1 223.22n, h50( )Tj /TT2 1 Tf M9nder5

All members of the University who serve in a supervisory capacity are responsible for relaying all complaints of discrimination, harassment, or retaliation that comes to their attention as supervisors and that may be in violation of this policy to the appropriate office.

## 2. Reporting obligations of all employees

Title IX prohibits discrimination on the basis of sex in federally funded education programs and activities. Sex discrimination includes sexual harassment and sexual and relationship violence. Title IX requires that when an individual who is a responsible employee learns of sex discrimination, the responsible employee is required to promptly report specific information about the sex discrimination to DePaul's Title IX Coordinator or other appropriate designees.

At DePaul, unless otherwise designated as a confidential reporting resource, all DePaul faculty, staff, and student employees are required to promptly report incidents of sex discrimination and sexual harassment, including sexual and relationship violence that comes to their attention to the Title IX Coordinator.

As appropriate, the Title

## Reporting Misconduct & Non-



### Time Frame for Resolution

DePaul will take reasonable measures to complete any process resulting in a determination as to a policy violation within 60 calendar days from the date when an investigation is completed. DePaul reserves the right to extend this time limit, in its sole discretion, in order to ensure a proper review of all material and as circumstances warranted. As referenced above, the appropriate office will simultaneously inform the complainant and respondent of any extensions and the reasons.

### Resolution of Complaint

When the Respondent's Status is Employee

A determination as to policy violation will be made by EE&EEO or the Title IX Coordinator. All  
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## Contact Information

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EE&EEO

14 East Jackson Boulevard, Suite 1300

(312) 362-5000

[employeerelations@depaul.edu](mailto:employeerelations@depaul.edu)

Title IX Coordinator

Lincoln Park Campus

Student Center, Suite 307

(312) 362-9700

[titleixcoordinator@depaul.edu](mailto:titleixcoordinator@depaul.edu)

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## Appendices

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None.

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## History/Revisions

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