



Administrative Policy 23-002 Civil Rights/Nondiscrimination Policy

- Purpose:** To commit to the practice of nondiscrimination on the bases of race, color, national and ethnic origin, ancestry, sex, sexual orientation, gender, gender identity, gender expression, disability, age, marital status, familial status, military status, veteran status, medical condition, religion, pregnancy, parenting, genetic information, citizenship status, and any other legally protected class in employment, admissions and other educational programs, services and activities, in accord with applicable federal, state, and local law at Heidelberg University.
- Scope:** This policy applies to University employees, students; applicants for employment, admission, and housing; as well as certain third parties conducting business on behalf of the University or otherwise visiting the University. This policy applies to conduct that occurs on campus or other University property; in connection with University programs or activities, whether on or off-campus, including academic, educational, extracurricular, athletic and other programs and activities; impedes equal access to any University educational program or activity or adversely impacts the education or employment of a member of the University community, regardless of where the conduct occurred; or otherwise threatens the health or safety of a member of the University community.
- Policy:** Discrimination occurs when persons are excluded from participation in, or denied the benefits of, a University program or activity because they are a member of a legally-protected class. Discrimination can involve subjecting someone to unwelcome conduct that creates a hostile environment (i.e., harassment). To reflect its commitment to nondiscrimination, the University has adopted the following nondiscrimination statement

Nondiscrimination Statement: Heidelberg University is committed to a policy of nondiscrimination on the bases of race, color, national and ethnic origin, ancestry, sex, sexual orientation, gender, gender identity, gender expression, disability, age, marital status, familial status, military status, veteran status, medical condition, religion, pregnancy, parenting, genetic information, citizenship status, and any other legally-protected class in employment, admissions and other educational programs, services and activities, in accord with applicable federal, state, and local law.

The following person has been designated to handle inquiries regarding the non-discrimination policies:

Victoria Black

Title: Chief Human Resources & Compliance Officer

Office of Human Resources

Location: University Hall, C210

(419) 448-2180

Email: vblack@heidelberg.edu

To report to the University incidents of discrimination, you may visit

<https://heidelberg.guardianconduct.com/incident-reporting/new>.

For further information on notices of non-discrimination and Federal enforcement of civil rights laws, visit <https://ocrcas.ed.gov/contact-ocr> for the address and phone number of the U.S. Dept. of Ed. Office of Civil Rights office that serves your area, or call 1-800-421-3481.