

## NONDISCRIMINATION STATEMENT AND POLICY

**Date of Initial Approval:** 6/13/2017**Date Revised:** 11/2/2024**Category:** 3.0 Administration & Governance**Responsible Department:** RVU Leadership

### PURPOSE & SCOPE

This policy is in place to ensure Rocky Vista University (RVU) does not discriminate against anyone based upon the guidelines provided by the U.S. Department of Education, Office for Civil Rights and the U.S. Department of Justice. This policy on nondiscrimination applies to admissions, enrollment, scholarships, loan programs, participation in University activities, employment, and access to, participation in, and treatment in all University centers, programs, and activities.

### POLICY STATEMENT & POLICY

It is the policy of Rocky Vista University and all of its affiliated colleges and organizations not to engage in discrimination or harassment against any person because of race, color, religion or creed, sex, gender, gender identity and expression, pregnancy, national or ethnic origin, non-disqualifying disability, age, ancestry, marital status, parental status, genetic information, sexual orientation, veteran status, political beliefs or affiliations, and to act in conformity with all applicable federal and state laws, orders and regulations, including the Civil Rights Act; the Americans with Disabilities Act; the Rehabilitation Act of 1973; Title VI of the Civil Rights Act of 1964, and Title IX of the Education Amendments of 1972. This policy on nondiscrimination applies to admissions, enrollment, scholarships, loan programs, participation in University activities, employment, and access to, participation in, and treatment in all University centers, programs, and activities.

### ROLES & RESPONSIBILITIES

<b>All RVU Employees</b>	Have the responsibility to ensure no discrimination occurs.
<b>All RVU Students</b>	Have the responsibility to ensure no discrimination occurs.

### RELATED PROCESSES, PROCEDURES, AND/OR DEFINITIONS

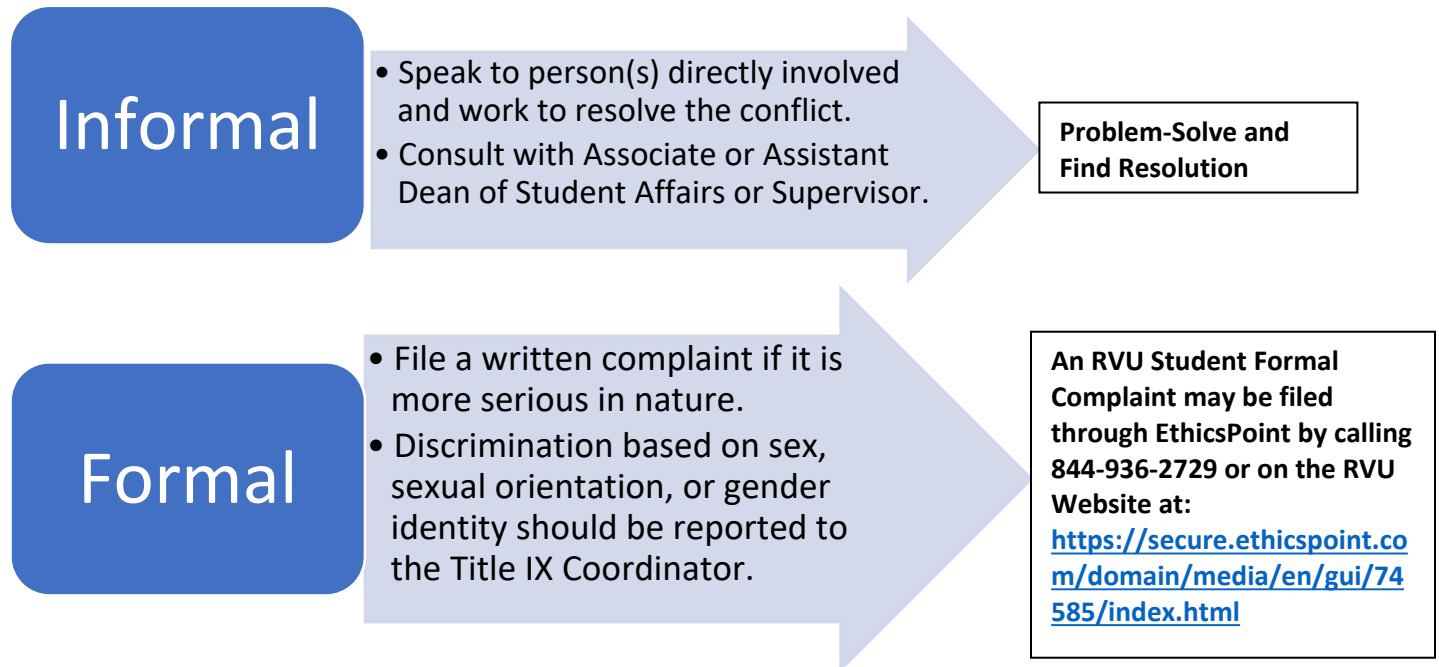
Questions, comments, or complaints regarding discrimination or harassment or race, ethnicity, national origin or shared ancestry may be directed to the Rocky Vista University Office of Compliance and/or the Title IX Coordinator (if discrimination is based on sex/gender-identity) by calling 720-874-2481. Another option is to file a complaint through the RVU EthicsPoint system at: <https://secure.ethicspoint.com/domain/media/en/gui/74585/index.html>

Complaints may also be filed with the U.S. Department of Education, Office for Civil Rights at: <https://www2.ed.gov/about/offices/list/ocr/index.html> or calling their Customer Service Hotline at (800) 421-3481.

### Appendix 1: Flowchart of the Process for Reporting Discrimination and Tracking Resolution

### POLICY REVISION HISTORY

11/02/24      REVISED TO UPDATE POLICY BASED UPON U.S. DEPT. OF ED. AND DEPT. OF JUSTICE GUIDELINES

**APPENDIX 1****Process for RVU Student Complaints of Discrimination**

**Appeals (file within 5 business days):** Appeals must be submitted in writing. Appeals are submitted to the Associate/Assistant Dean of Student Affairs for appropriate direction. Please allow up to 7 business days for appeals to be reviewed, adjudicated, and communicated back to the student.

**Retaliation:** Under no circumstances may any party retaliate in any form towards the complainant, respondent, or other involved party.

**Tracking Resolution of Student Complaints of Discrimination:** All student complaints of discrimination are logged by the Associate or Assistant Deans of Student Affairs. Discrimination complaints based upon sex are logged by the Title IX Coordinator. The Associate/Assistant Deans of Student Affairs or the Title IX Coordinator ensure these complaints are resolved.

These logs include:

- Name of Complainant
- Date of Complaint
- Crux of the Complaint
- Resolution of the Complaint
- Appeal (if filed)
- Outcome of appeal