

# University Statement of Non-Discrimination

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## Scope: Who is Covered by this Policy?

Employees, Students, Visitors and Vendors

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## Policy

Building and maintaining a diverse and inclusive community is an integral part of Miami University's mission and success. The University is committed to equal opportunity, affirmative action, and eliminating discrimination and harassment. Miami University does not discriminate on the basis of age, color, disability, gender identity or expression, genetic information, military status, national origin, (ancestry), pregnancy, race, religion, sex/gender, status as a parent or foster parent, sexual orientation or protected veteran status in its application and admission processes, educational programs and activities, facilities, programs or employment practices.

Miami University does not permit and takes action to prevent harassment, discrimination and retaliation. Miami University immediately investigates and if it determines that a hostile environment has been created or discrimination or retaliation has occurred, takes action to prevent its recurrence and remedy its effects.

Requests for reasonable accommodations for disabilities related to employment should be directed to [ADAFacultyStaff@miamioh.edu](mailto:ADAFacultyStaff@miamioh.edu) or 513- 529-3560. Students with disabilities may contact the Miller Center of Student Disability Services, 304 Shriver Center, 513-529-1541 (V/TTY) and 513-529-8595 (fax). All other requests should be directed to the Section 504 and ADA Coordinator, Ms. Kenya Ash, Hanna House, Miami University Oxford, Ohio 45056, 513-529-7157 or [ashkd@miamioh.edu](mailto:ashkd@miamioh.edu).

Miami University is committed to Web accessibility and strives to provide an accessible Web presence that enables all University community members and visitors full access to information provided on its websites. If you have questions or need assistance, contact Sean Poley, Director of Accessible Technology, 312X Hoyt Hall, Miami University, Oxford, Ohio 45056, 513-529-1225 or [poleysa@miamioh.edu](mailto:poleysa@miamioh.edu).

Title IX Coordinator- Title IX of the Education Amendments of 1972 is a federal law prohibiting discrimination on the basis of sex in higher education. Sex discrimination includes sexual harassment and sexual violence. The University's Title IX Coordinator is Ms. Kenya Ash, Director of the Office of Equity and Equal Opportunity, Hanna House, Miami University, Oxford, Ohio 45056, 513-529-7157 or [ashkd@MiamiOH.edu](mailto:ashkd@MiamiOH.edu).

Deputy Title IX Coordinator for Athletics- Ms. Jennifer A. Gilbert, Associate Athletic Director/Senior Woman Administrator is the University's Deputy Title IX Coordinator for matters related to equality of treatment and opportunity in Intercollegiate Athletics. This includes athletic financial assistance, accommodation of interest and abilities and equity of athletic program benefits. Ms. Gilbert may be reached at Millett Assembly Hall, Miami University, Oxford, Ohio 45056, 513-529-3113 or [gilberj2@MiamiOH.edu](mailto:gilberj2@MiamiOH.edu).

Deputy Title IX Coordinator for Students- Ms. Gabrielle Dralle, the Sexual and Interpersonal Violence Response Coordinator, is the University's Deputy Title IX Coordinator for matters related to student sexual and interpersonal violence. This includes sexual misconduct, sexual violence, and sexual coercion of students. Ms. Dralle also serves as the coordinator for matters relating to student domestic violence, dating violence, and stalking. Ms. Dralle may be reached at Student Health Services, 104 Warfield Hall, 451 E. Spring Street, Oxford, Ohio 45056, 513-529-1870 or [TitleIX@MiamiOH.edu](mailto:TitleIX@MiamiOH.edu)

Deputy Title IX Coordinator for Regional Students- Dr. Bennyce Hamilton, Regional Director of Diversity and Multicultural Services, is the University's Deputy Title IX Coordinator for matters related to regional student sexual violence. This includes sexual misconduct, sexual violence, and sexual coercion of students. Ms. Hamilton also serves as the coordinator for matters relating to regional student domestic violence, dating violence, and stalking. Ms. Hamilton may be reached at 117 Rentschler Hall, 1601 University Boulevard, Hamilton, Ohio 45011, or 144 Johnston Hall, 4200 N. University Boulevard, Middletown, Ohio 45042, 513-785-3283 or [hamiltbe@miamioh.edu](mailto:hamiltbe@miamioh.edu).

Sections 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act Coordinator- Section 504 and the ADA are federal laws prohibiting discrimination on the basis of disability. The University's Section 504 and ADA Coordinator is Ms. Kenya

Ash, Director of the Office of Equity and Equal Opportunity, Hanna House, Miami University, Oxford, Ohio 45056, 513-529-7157 or [ashkd@MiamiOH.edu](mailto:ashkd@MiamiOH.edu).

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## Related Form(s)

Religious Accommodation Request Form

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## Additional Resources and Procedures

Not Applicable.

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## FAQ

Not Applicable.

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## Policy Administration

### Next Review Date

7/1/2019

### Responsible Officer

Director of Equity and Equal Opportunity

### Legal Authority

- Sections 504 of the Rehabilitation Act of 1973; and

- Americans with Disabilities Act.
- Title VII
- Title IX
- GINA

## Compliance Policy

Yes

## Revision History

Edited July 2018; Amended July 2019

## Reference ID(s)

- MUPIM 3.3
- OAC 3339-3-03

## Reviewing Bodies

Administrative