DATE: 27 February 2012

TO: All Members of The Citadel Family

SUBJECT: Notice of Nondiscrimination

The Citadel does not discriminate on the basis of race, color, national origin, sex, disability, religion, age, veteran status, gender identity or expression, or sexual orientation in its programs and activities as required by Title IX of the Educational Amendments of 1972, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, and other applicable statutes and Citadel policies. The Citadel prohibits sexual harassment, including sexual violence.

Eliminating sexual harassment and discrimination on The Citadel campus is one of my highest priorities. Consequently, I expect all members of the College community to be aware of the items listed below.

- Memorandum 2-26, “Sexual Harassment,” dated 10 January 2012 and Memorandum 2-25, “Sexual Violence Prevention and Response” dated 11 January 2012 are comprehensive policy documents that I urge you to read and understand. The documents can be accessed from the College’s policy webpage. A printed copy can be obtained from your department administrative assistant if you do not have internet access.

- If you believe you are a victim or if you know of a victim of sexual harassment or discrimination from supervisors, peers, co-workers, or a student, you have a responsibility to make it clear that such behavior is unwelcome and offensive, and that it violates The Citadel’s policy and Title IX. If you observe or experience sexual harassment or discrimination, you have a responsibility to report it in a timely manner to the appropriate supervisor and / or the Title IX Coordinator.

- The following person has been designated to handle inquiries regarding the non-discrimination policies and to serve as the overall campus coordinator for purposes of Title IX compliance: Mrs. Emma Bennett-Williams, Esq., Chief EEO and Diversity Officer in Human Resources, (extension 3-6989; email: ebennett@citadel.edu).

- The following individuals have been designated as deputy Title IX coordinators: for cadets, Ms. Janet Shealy, Director of Cadet Advocacy, Response, and Education (CARE) (extension 3-7277; Room 105, Thompson Hall; email: janet.shealy@citadel.edu), and Lieutenant Colonel Kevin Dopf, Assistant Commandant for Personnel and Logistics (extension 3-6707; Room 216, Jenkins Hall; email: kevin.dopf@citadel.edu); for Athletics, Ms. Kelly Simpson, Associate Athletic Director/ Senior Woman Administrator (extension 3-6604; 2nd floor, McAlister Field House; email: kelly.simpson@citadel.edu) The following ombudspersons are also available to assist you in this area: Lieutenant Colonel Robert Pickering, Thompson Hall, Room 137 (extension 3-5096; email: robert.pickering@citadel.edu) or Major Elizabeth Connor, Daniel Library (extension 3-7469; email: elizabeth.connor@citadel.edu).

- The following person has been designated to handle inquiries regarding the Americans with Disabilities Act, the Rehabilitation Act, and related statutes and regulations: LTC Jane Warner, Thompson Hall, Room 103 (extension 3-6877; email jane.warner@citadel.edu)
Inquiries concerning the application of anti-discrimination laws may be referred to The Citadel Title IX coordinators or to the Office for Civil Rights, United States Department of Education. For further information on notice of nondiscrimination, visit the following website: http://wdcrobcolp01.ed.gov/CFAPPS/OCR/contactus.cfm for the address and phone number of the U.S. Department of Education office that serves your area, or call 1-800-421-3481.

Communications with any of the above staff will be kept confidential as allowed by law. Any retaliation for reporting an act of sexual harassment or discrimination will not be tolerated. I request that each of us take an active role in removing all forms of harassment and discrimination from our campus.

John W. Rosa
Lieutenant General, USAF (Retired)
President