



THE CITADEL

THE MILITARY COLLEGE OF SOUTH CAROLINA

OFFICE OF THE PRESIDENT

MEMORANDUM

DATE: May 1, 2019

TO: Faculty, Staff, Students, Vendors and Contractors

SUBJECT: Notice of Sexual Harassment and Nondiscrimination

The Citadel does not discriminate on the basis of race, color, national origin, gender, gender identity, sexual orientation, disability, religion, age, genetic information, or veteran status 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, Title VII of the Civil Rights Act of 1964, and other applicable statutes and Citadel policies. The Citadel strongly 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 2-026, Sexual Harassment](#) and [Memorandum 2-025 Sexual Violence Prevention and Response](#) are comprehensive policy documents I urge you to read and understand. The documents are available on the [College's policy webpage](#). A printed copy is available from your department administrative assistant if you do not have internet access.
- If you believe you are a victim, or if you know a victim of sexual harassment or discrimination from supervisors, peers, coworkers, or a student, you have a responsibility to make it clear such behavior is unwelcome, offensive, and it violates The Citadel's policy and Title IX. If you observe or experience sexual harassment or discrimination, you have a responsibility to report in a timely manner to the appropriate supervisor and/or the Title IX Coordinator.

Contact information for The Citadel campus coordinator for Title IX compliance and inquiries:

Ms. Tangela Smalls, Title IX Coordinator – Bond Hall Room 310, 843-953-6881;
tangela.smalls@citadel.edu

Deputy Title IX coordinators:

Mrs. Shawn Edwards, Chief Diversity Officer - Human Resources, 843-953-6989;
shawn.edwards@citadel.edu. *You may also contact Mrs. Edwards for inquiries regarding the non-discrimination policies.*

Ms. Kathy Kroupa, Senior Associate AD for Internal Operations/SWA – Athletics, 843-953-6604;
kkroupa@citadel.edu.

Ms. Caroline Schlatt, Citadel Graduate College, 843-953-0523; cschlatt@citadel.edu.

The following person serves as an advocate for victims:

Ms. Janet Shealy, Director of Campus Advocacy, Response, and Education (CARE) – Thompson Hall Room 105, 843-953-7277; janet.shealy@citadel.edu.

The following ombudspersons are available to assist you in this area:

Col Robert Pickering: 843-953-5096 office, 843-437-9645, and 843-552-6771 home;
robert.pickering@citadel.edu or ombud@citadel.edu; Thompson Hall, room 135, from 2-5pm, Monday through Friday or by appointment.

Major Shamus Gillen: 843-953-4830 office, 843-743-9487 cell; gillens@citadel.edu or ombud@citadel.edu; or visit Bond Hall Admissions Office, Room 120 from 8:30am-5:00pm, Monday through Friday or by appointment.

The following individuals handle inquiries regarding the Americans with Disabilities Act, the Rehabilitation Act, and related statutes and regulations:

Students

COL Jane Warner – Thompson Hall Room 103
843-953-6877; jane.warner@citadel.edu

Employees

Mrs. Dana Richardson – Human Resources
843-953-5376; richardsond3@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 <https://wdcrobcopl01.ed.gov/CFAPPS/OCR/contactus.cfm> for the address and phone number of the U.S. Department of Education office that serves your area, call 1-800-421-3481, TDD 1-800-877-8339, or OCR@ed.dov.

The third-party EthicsPoint Fraud, Waste, & Abuse (FW&A) and Compliance Hotline is available via <http://www.citadel.edu/root/compliance-ethicspoint> or 855-280-8357 (toll free). Reports may remain anonymous. Questions about the FW&A and Compliance Hotline can be made to the Office of Institutional Compliance: 843-953-2667 or compliance@citadel.edu.

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

//Signed, GMW, 1 May 2019//
Glenn M. Walters '79
General, USMC (Retired)
President

GMW/sse