



THE CITADEL

MEMORANDUM

DATE: 11 October, 2023

TO: Faculty, Staff, Cadets, Students, Vendors and Contractors

SUBJECT: Policy and Resources Regarding 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 prohibits sexual harassment, including sexual violence.

Eliminating sexual harassment and discrimination on The Citadel campus is one of my highest priorities. All members of the College community should be aware of the following documents:

- Memorandum 2-024, "Title IX Grievance Policy," dated 15 August 2023, and Memorandum 2-027, "Discrimination Policy," dated 10 March 2021 are comprehensive policies I urge you to read and understand. These documents are found on the [College's policy webpage](#). A printed copy may be obtained 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 anyone connected to The Citadel, you are strongly encouraged to make clear such behavior is unwelcome, offensive, and violates The Citadel's policy. If you observe or experience sexual harassment or discrimination, you have a responsibility to report it to the appropriate supervisor or Title IX Coordinator.

Address all Title IX inquiries and Compliance issues to:

Title IX Coordinator and Deputy Title IX Coordinator

Valerie Mercado

Title IX Coordinator/Compliance Officer

Bond Hall, Rm 310, **The Citadel**

o: (843) 953-6881 **c:** (724) 433-0462 **e:** vmercado@citadel.edu

Kayla S. Buckmon

Deputy Title IX Coordinator

Bond Hall, Rm 310, **The Citadel**

o: (843) 953-5092 **e:** kshaw3@citadel.edu



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Volunteer Deputy Title IX Coordinators

Joni Stephens

Athletics / SWA

McAlister Field House 1st floor

o: (843) 953-6604 e: jstephe9@citadel.edu

Melantha Ardrey

Employee Relations Manager

97 Hagood Ave

o: (843) 953-4467 e: mardrey@citadel.edu

Capt Wouter Sijtsma

A Co TAC

Watts Barracks-Room 5116

o: (843) 953-0505 e: wsijtsma@citadel.edu

Pam King

Institutional Research

Bond Hall, Rm 366

o: (843) 953-6790 e: kingp1@citadel.edu

C.A.R.E. Advocate:

Dr. Ashley Gilmore

Director of Cadet, Advocacy, Response, and Education (CARE), Mark Clark Hall Room 215 (843) 953-7277 office; (706) 358-6192 mobile

agilmore@citadel.edu

Citadel Ombudspersons are also available, and can be reached at ombud@citadel.edu or:

COL John Robinson

Bond Hall Room 369

(843) 953-4822 office; (713) 557-7584 mobile

Jrobin21@citadel.edu

MAJ Shamus Gillen

Bond Hall Admission Office Room 120

(843) 953-4830 office;

(843) 743-9487 mobile gillens@citadel.edu

Dr. Lee Westberry

Bond Hall Room 237



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(843) 953-5188 office; (843)-478-8175

lwestber@citadel.edu

For inquiries regarding the Americans with Disabilities Act, the Rehabilitation Act, and related statutes and regulations, contact:

Cadets and Students

Ms. Shannon McKenzie

Thompson Hall Room 137 (843) 953-6877 office

smckenzl@citadel.edu

Faculty and Staff

Mrs. Dana Richardson

Human Resources

(843) 953-5376 office

richardsond3@citadel.edu

Inquiries concerning anti-discrimination laws may be referred to The Citadel Chief Inclusive Excellence Officer or to the Office for Civil Rights, United States Department of Education.

COL Robert Pickering Jr.

Chief Inclusive Excellence Officer

Capers Hall 1041

(843)-953-1820

pickeringr@citadel.edu

For further information on notice of nondiscrimination, visit the following website <https://www2.ed.gov/about/offices/list/ocr/docs/nondisc.html> for the address and phone number of the U.S. Department of Education office that serves your area, call 1-800-421-3481, Telecommunication Relay Services (TRS) 7-1-1, or email OCR@ed.gov.

The EthicsPoint Fraud, Waste, & Abuse (FW&A) and Compliance Hotline is available toll free (855) 280-8357 or via <http://www.citadel.edu/root/compliance-ethicspoint>. Reports may be anonymous.

Retaliation for reporting an act of sexual harassment or discrimination is not tolerated. It is everyone's duty to take an active role in removing all forms of harassment and discrimination from The Citadel.