



March 26, 2020

Dear Members of the University of Scranton Community:

Now that classes and other academic programs are online, the Office of Equity and Diversity/Title IX office wanted to take this opportunity to remind members of our community that maintaining an academic program free from sexual harassment and sexual misconduct, as well as free from harassment and discrimination based on race, color, national origin, sex, disability, religion, age, veteran status, gender identity or expression, sexual orientation, or other status protected by law, remains a high priority for the University. Members of the community should be aware of the following important points:

1. The Office of Equity and Diversity remains open and functioning remotely. Anyone impacted by harassment or discrimination is encouraged to contact the Title IX Office/Office of Equity and Diversity to make a report, by contacting elizabeth.garcia2@scranton.edu or christine.black@scranton.edu or by calling 570-941-6645. For anonymous reporting, please visit <https://forms.scranton.edu/silent-witness-form/>.
2. Ongoing and new investigations will be conducted remotely, and remedies provided, to assure that any sexual harassment, sexual violence, intimate partner violence, stalking, retaliation, other sexually discriminatory behaviors, or any discrimination or harassment based on race, color, national origin, sex, disability, religion, age, veteran status, gender identity or expression, sexual orientation, or other status protected by law, are addressed promptly.
3. University policies <https://www.scranton.edu/equity-diversity/laws.shtml> on sexual harassment and sexual misconduct, as well as harassment or discrimination based on race, color, national origin, sex, disability, religion, age, veteran status, gender identity or expression, sexual orientation, or other status protected by law, apply to behaviors that occur in person between members of the University community, **but also apply to online and virtual misconduct**. Any behavior that is prohibited by policy is also likely prohibited in cyber-forms, including cyber-harassment, cyber-bullying, and cyber-stalking. Members of the community are expected to maintain a tone of civility and respect in online classes just as they would if they were in class physically.
4. **Faculty and staff members are mandated reporters and** are reminded that reporting of alleged sexual harassment and sexual misconduct is expected when they become aware of incidents or allegations involving members of the campus community, regardless of how they learn of the potential misconduct, whether in person, in writing, or online.
5. Any and all **Directives for No Contact** issued by the Title IX Office/ Office of Equity and Diversity remain in full force and effect. Please report any concerns or issues with your Directive for No Contact to elizabeth.garcia2@scranton.edu or christine.black@scranton.edu or by calling 570-941-6645. In the event of an emergency, please contact UPD if you are on campus, or your local law enforcement agency.

The University of Scranton is an inclusive community, and we deeply value the diversity of our community. We affirm the inherent dignity and value of every person and strive to maintain a climate for work and learning based on mutual respect and understanding. To that end, it is critical that we equip ourselves with facts and each take on the responsibility of dismantling the myths and stigmas that have resulted in rampant ignorance and discrimination related to COVID-19.

While we have not received any reports of harassment, bias, hate, or discrimination on campus related to COVID-19, it is essential that we continue to share accurate information during this time of heightened concern. We must stay committed to our Jesuit values of inclusion, respect and care for the whole person.

Important facts to know:

- COVID-19 does not recognize race, color, nationality/national origin, religion, or ethnicity.
- It is important to pause and consider how our thoughts, our words, and our actions influence others in our community who are equally affected by COVID-19.
- You can interrupt stigma by sharing accurate information and not stereotype others based on unreliable or inaccurate information.
- Speak up if you hear, see, or read misinformation or witness or experience harassment, bias, hate, or discrimination.
- As always, you are encouraged to report concerns of harassment, bias, hate or discrimination to the Office of Equity and Diversity at 570-941-6645; Elizabeth.Garcia2@scranton.edu; Christine.Black@scranton.edu.

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