

# The University of Scranton Non-Discrimination and Anti-Harassment Policy

## Reporting Options:

### What is a Protected Characteristic, Category or Class?

race  
color  
national origin  
religion  
ancestry  
sex  
pregnancy  
gender identity  
gender expression  
sexual orientation  
age  
disability  
genetic information  
national origin  
veteran status  
any other characteristic protected by applicable law

### What is Discrimination?

The **denial of rights** to participate in University programs and activities generally provided or made available that is so severe, persistent, or pervasive that it **unreasonably interferes** with or **limits a student's ability** to participate in or benefit from the programs based on a protected status.

### What is Harrassment?

The creation of a **hostile** or **intimidating environment** that is severe or pervasive that interferes with a student's education, and the hostile or intimidating environment is based on a protected class.

### Non-Discrimination Statement

The University is committed to providing an educational, residential, and working environment that is free from harassment and discrimination. Members of the University community, applicants for employment or admissions, guests and visitors **have the right to be free from harassment or discrimination** based on race, color, religion, ancestry, gender, sex, pregnancy, sexual orientation, gender identity or expression, age, disability, genetic information, national origin, veteran status, or **any other status protected by applicable law**.

Anyone who believes they have been subject to harassment or discrimination based on any of the above class of characteristics, or experience sexual harassment, sexual misconduct or gender discrimination should contact **Elizabeth M. Garcia**, Title IX Coordinator, IMBM Suite 315, (570) 941-6645, [elizabeth.garcia2@scranton.edu](mailto:elizabeth.garcia2@scranton.edu) or Deputy Title IX Coordinator **Christine M. Black**, IMBM Suite 315, (570) 941-6645, [christine.black@scranton.edu](mailto:christine.black@scranton.edu).

#### The Office of Equity and Diversity

570-941-6645

[elizabeth.garcia2@scranton.edu](mailto:elizabeth.garcia2@scranton.edu)

[christine.black@scranton.edu](mailto:christine.black@scranton.edu)

#### The Office of Human Resources

570-941-7767

[patricia.tetreault@scranton.edu](mailto:patricia.tetreault@scranton.edu)

[brian.loughney2@scranton.edu](mailto:brian.loughney2@scranton.edu)

#### The University of Scranton Police Department

570-941-7777

#### City of Scranton Police

911 for an emergency, or 570-348-4134

#### Dean of Students Office

570-941-7680

[lauren.rivera@scranton.edu](mailto:lauren.rivera@scranton.edu)

[shannon.murphyfennie@scranton.edu](mailto:shannon.murphyfennie@scranton.edu)

#### Online Anonymous Reporting

<https://forms.scranton.edu/silent-witness-form/>

Individuals may anonymously report incidents of bias, hate, discrimination and harassment.

However, anonymous reports may limit the University's ability to respond.