

Assurance of Compliance with Federal Regulation Statement

Newberry College has filed with the Federal Government an *Assurance of Compliance* with all requirements of Title VI and Title VII of the *Civil Rights Act* of 1964. Newberry College is in compliance with Title IX of the *Higher Education Act* of 1972, Section 504 of the *Rehabilitation Act* of 1973, the *Americans with Disabilities Act*, the *Students Right-to-Know and Campus Security Act of 1990*, and the *Higher Education Technical Amendment of 1991*. Newberry College is authorized under Federal law to enroll non-immigrant alien students.

Newberry College practices strict confidentiality of all student records. Records are maintained for the benefit of students and the institution but held in strict confidence in compliance with the *Family Education and Privacy Act of 1974* (FERPA) and the *Family Personal Privacy Act* of 2002.

Newberry College does not engage in unlawful discrimination based on gender/gender identity, sexual orientation, race, color, national origin, religion, age, marital status or disability, in the execution of its educational programs, activities, employment, daily operations or admission policies, in accordance with all applicable federal, state, and local laws.

Discrimination and harassment include many forms of conduct and behavior. Any form of discrimination or harassment contradicts the policies of Newberry College and will not be condoned or tolerated.

Discrimination and/or harassment on the basis of any protected characteristic is strictly prohibited. Under the Newberry College Discrimination and Harassment policy, discrimination and/or harassment is any conduct (verbal, non-verbal, or physical) that is hostile or adverse toward any individual because of his or her gender/gender identity, sexual orientation, race, color, national origin, religion, age, marital status or disability or any other characteristic protected by law, or that of his/her relatives, friends or associates and that: (A) creates an intimidating, hostile or offensive work or learning environment; or, (B) unreasonably interferes with an individual's work or academic performance; or, (C) otherwise adversely affects an individual's employment or academic opportunities.

For information on Title IX at Newberry College: <https://www.newberry.edu/title-ix>

For further information regarding Title IX and your rights under the law, please visit the following website:

(<http://www2.ed.gov/policy/rights/reg/ocr/edlite-34cfr106.html>).

Newberry College has designated a Title IX Coordinator to investigate all claims of violations of Newberry College's policy of non-discrimination and prohibition of sex-based harassment and assault. Reports of or inquiries about policy violations involving employees and/or students, should be directed to:

Nikki Brooks, Director of Human Resources; Title IX Coordinator

Work: 803-321-5117

nikki.brooks@newberry.edu

Devin Blackwell, Associate Dean of Student Affairs for Community, Conduct, and Standards; Deputy Title IX Coordinator

Work: 803-321-5205

devin.blackwell@newberry.edu

Reports or inquiries of incidents involving students may also be directed to:

Steve Janowiak, Vice President for Student Affairs

Work: 803-321-5206

steve.janowiak@newberry.edu

Reports or inquiries of incidents involving student athletes may also be directed to:

Hunter Perry, Senior Woman Administrator
803-947-2127
hunter.perry@newberry.edu

-OR-

Dr. David Rachels, Faculty Athletic Representative
Work: 803-321-5189
david.rachels@newberry.edu

A copy of Newberry College's discrimination and harassment policy, including a more detailed policy statement and procedures for filing formal complaints, can be obtained at the following Wolf Den link:

https://my.newberry.edu/ICS/Newberry_College_Title_IX_Policies_Procedures.jnz

Formal complaints may also be filed with:

Office for Civil Rights
U.S. Department of Health and Human Services
Region IV (AL, FL, GA, KY, MS, NC, SC & TN)
Atlanta Federal Center, Suite 3B70
61 Forsyth Street, S.W.
Atlanta, GA 30303-8909
404-562-7886
OCR.Mail@hhs.gov