

COMMITMENT TO NON-DISCRIMINATION & NON-HARASSMENT

Chamberlain University is committed to providing an education conducive to the personal and professional development of each individual and to maintaining an academic environment free of discrimination and harassment based on race, caste, surname, color, religion, national origin, sex (self-identified or perceived sex), gender, age (40 or older), ancestry, mental or physical disability, veteran status, sexual orientation, pregnancy or parental status, (and any other legally protected classes in the relevant jurisdiction). Chamberlain will not tolerate, condone, or allow discrimination or harassment, whether engaged in by fellow students, faculty members or non-faculty colleagues.

What is Discrimination?

For purposes of this policy, discrimination occurs when a person is treated less favorably or is subject to an adverse action or decision based on their membership in one of the legally protected groups listed above. Discriminatory acts are not based on the person's individual abilities or merit but rather on the collective group to which the person belongs. The failure to provide reasonable accommodations required by law or Chamberlain policy based on disability or religious practice may constitute discrimination. Discrimination may also encompass conduct that, on its face, does not appear to be motivated by a person's membership in a legally protected class, but nonetheless results in a detrimental impact on a person who is a member of a legally protected class.

In determining whether discrimination has occurred, Chamberlain will examine allegations of discrimination in the broader context under which they occur and will consider any and all relevant factors. Such factors may include but are not limited to conduct that, on its own, does not rise to the level of a violation of a State or Federal statute (or Chamberlain policy), but nonetheless contributes to the underlying discriminatory conduct and/or effect.

What is Harassment?

Harassment is a form of discrimination. Harassment is unwelcome, offensive behavior that is based on one of the legally protected groups listed above and which is severe or pervasive enough to create an environment that a reasonable person would consider hostile. Examples of words or conduct that may constitute harassment that would violate this policy are:

- Verbal abuse, slurs, derogatory comments or insults about, directed at or made in the presence of an individual or group based on protected status. This could include telephone calls, emails, instant messages, etc.
- Display or circulation of written materials or pictures that are degrading to a person or group based on protected status.
- Damage to, trespass on or unauthorized use of property, such as spraying or scratching of a motor vehicle, damage or theft of property, based upon the protected status of an individual or group.
- Physical contact or verbal threats based upon the protected status of an individual or group.

Whom to Contact if You Think you Have Been Discriminated Against or Harassed

Students who wish to file discrimination or harassment complaints against Chamberlain should follow the Student Complaint/Grievance Procedure found in this handbook. Students who wish to file discrimination or harassment complaints against a fellow student should follow the Professional Conduct Procedure found in this handbook.

To report discrimination or harassment, please contact:

Office of Equity and Access at Equity@adtalem.com or 630.829.0233,

or

Danica Myers, Director, Office of Equity and Access, at Danica.Meyers@adtalem.com.

Anonymous reports may be submitted via Speak Up.

Students and colleagues can also report instances of sexual harassment and other forms of sex or gender discrimination to Title IX Coordinator:

Allison Durand, Senior Ombudsman

Chamberlain University

500 West Monroe, 28th Floor, Chicago, IL 60661

630.353.7035 | titleixcoordinator@chamberlain.edu

For matters involving Sexual Misconduct, please refer to Sex & Gender-Based Sexual Misconduct Response and Prevention Policy.