

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, color, religion, national origin, sex, age (40 or older), ancestry, disability, veteran status, sexual orientation, pregnancy or parental status, gender, political affiliation (and any other legally protected classes in the relevant jurisdiction) that complies with Title VI of the Civil Rights Act of 1964, Title IX of the Educational Amendments, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 and applicable state and local laws. 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, impermissible discrimination occurs when a person is treated less favorably based solely on the person's membership in one of the legally protected groups listed above. Impermissible discrimination involves taking detrimental action against a person that is not based on the person's individual abilities or merit but rather on the collective group to which the person belongs.

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 the University 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.