

SOCIAL EQUITY AND ADA INFORMATION

Nondiscrimination/Affirmative Action Policy

West Chester University is committed to providing leadership in extending equal opportunities to all individuals. Accordingly, the University will make every effort to provide these rights to all persons regardless of race, color, sex, sexual orientation, gender identity, religion, creed, national or ethnic origin, citizenship status, age, disability, veteran status or any other legally protected class. This policy applies to all members of the University community including students, faculty, staff, and administrators. It also applies to all applicants for admission or employment and all participants in University-sponsored activities.

West Chester University will take all necessary steps to:

1. Recruit, hire, utilize, train, and promote for all job classifications without regard to race, color, sex, sexual orientation, gender identity, religion, creed, national or ethnic origin, citizenship status, age, disability, veteran status or any other legally protected class.
2. Recruit and admit students without regard to race, color, sex, sexual orientation, gender identity, religion, creed, national or ethnic origin, citizenship status, age, disability, veteran status or any other legally protected class.
3. Base decisions on selection, employment practices, employee utilization, job training, career mobility, promotion, program operations, and services provided so as to further the principles of equal opportunity and affirmative action.
4. Create and maintain a climate free from discrimination and harassment of any individual.
5. Create and maintain a climate free from sexual harassment of any individual.
6. Make every effort to increase the admission and employment opportunities for qualified persons with disabilities.
7. Assure that reasonable accommodation will be made for all the physical and mental limitations of qualified individuals.
8. Assure that in offering employment or promotion to persons with disabilities, no reduction in compensation would result because of disability, income or other benefits.

This policy is in compliance with federal and state laws, including Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Educational Amendment of 1972, Section 504 of the Rehabilitation Act of 1973, Americans With Disabilities Act of 1972, Americans With Disabilities Act of 1990, and Executive Order of the Governor of Pennsylvania.

Any individual having suggestions, complaints, or grievances with regard to equal opportunity or affirmative action, or to request a translation of this publication into a language other than English, should be directed to Lynn Klingensmith, Social Equity Director/Title IX Coordinator, 13/15 University Avenue, West Chester, PA 19383; phone 610-426-2433 or email at lklingensmith@wcupa.edu.

Sexual Harassment Policy

West Chester University is committed to equality of opportunity and freedom from unlawful discrimination for all its students and employees. Sexual harassment is a form of unlawful discrimination based on sex and will not be tolerated in any form by faculty, staff, students, or vendors. Upon official filing of a complaint, immediate investigation will be made, culminating in appropriate corrective action where warranted, which may include termination of the relationship with the University. Retaliatory actions against persons filing a complaint of sexual harassment, or any person cooperating in the investigation of a complaint, are also prohibited. Acts of retaliation shall constitute misconduct subject to disciplinary action and should be reported to the Title IX Coordinator/Social Equity Director.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other harassing conduct of a sexual nature. Sexual harassment occurs when:

1. submission to the unwelcome conduct of a sexual nature is made either explicitly or implicitly a term or condition of an individual's employment or status in a course, program, or activity;
2. submission to or rejection of the unwelcome conduct of a sexual nature by an individual is used as the basis for an academic or employment-related decision affecting such an individual; or
3. the unwelcome conduct of a sexual nature is sufficiently severe, persistent, or pervasive as to substantially limit or interfere with an individual's work, educational performance, participation in extracurricular activities, or equal access to the University's resources and opportunities; or
4. such conduct creates an intimidating, hostile, or abusive living, working, or educational environment.

Sexual violence is a form of sexual harassment. Sexual violence refers to physical acts perpetrated against a person's will or where a person is incapable of giving consent due to the victim's use of drugs, alcohol or disability. Physical sexual acts include rape, sexual assault, sexual battery and sexual coercion.

All incidents of sexual harassment must be reported to the Lynn Klingensmith, Social Equity Director/Title IX Coordinator, 13/15 University Avenue; phone 610-436-2433 or lklingensmith@wcupa.edu, or <http://www.wcupa.edu/sexualmisconductreport>.

This policy and the procedures addressed herein are in addition to, and not a replacement for, criminal remedies that may be available. Anyone interested in pursuing a criminal complaint should contact the Office of Public Safety at 610-436-3311 or dial 911 in the case of an emergency. If the incident occurred off campus, the WCU Public Safety Office will assist the complainant in filing the complaint in the appropriate jurisdiction.

This policy is not intended to interfere with the protections afforded by law to freedom of speech. Additional information, including examples of what constitutes sexual harassment, is available from the Office of Social Equity. Individuals who believe themselves to have been sexually harassed, or who have questions about the University's policy on this matter, should contact Lynn Klingensmith.

Complaints may also be filed with the U.S. Department of Education, Office of Civil Rights at <https://wdcrobcolp01.ed.gov/cfapps/OCR/contactus.cfm> or by phone at 215-656-8541.

ADA Policy Statement

West Chester University is committed to equality of opportunity and freedom from discrimination for all students, employees, applicants for admission or employment, and all participants in public University-sponsored activities. In keeping with this commitment, and in accordance with the Americans with Disabilities Act of 1990 and the Rehabilitation Act of 1973, the University will make every effort to provide equality of opportunity and freedom from discrimination for all members of the University community and visitors to the University, regardless of any disability an individual may have. Accordingly, the University has taken positive steps to make University facilities accessible to individuals with disabilities and has established procedures to provide reasonable accommodations to allow individuals with disabilities to participate in University programs.

The Director of the Office of Social Equity (<http://www.wcupa.edu/socialEquity>) has been designated as the ADA coordinator for the University. In this capacity, the director of social equity works with the University ADA Committee to advance University policies and procedures that will provide equal educational and employment opportunities for individuals with disabilities. The Office of Social Equity has an established process to investigate and address any complaints of discrimination on the basis of a disability. Any individual who has a suggestion, question, or complaint regarding ADA issues

is encouraged to contact Lynn Klingensmith, Social Equity Director/
Title IX Coordinator, 13/15 University Avenue; phone 610-436-2433
or lklingensmith@wcupa.edu.

West Chester University has also established the Office of
Services for Students with Disabilities (<http://www.wcupa.edu/ossed>) (OSSD), which operates as a centralized service for addressing the
needs of students with disabilities and as a resource center for students,
faculty, and staff. A student who wants to request an accommodation
and/or receive specialized services should contact the director of the
OSSD. The policies and procedures used by the OSSD are contained
in the West Chester University Handbook on Disabilities, which is
available in the OSSD, 223 Lawrence Center, V/TDD 610-436-321,
or the following website: [www.wcupa.edu/ussss/ossed/documents/
RevisedADAhandbook.pdf/](http://www.wcupa.edu/ussss/ossed/documents/RevisedADAhandbook.pdf/).

Various housing facilities and services are available for resident students
with disabilities. For this and other information about on-campus
housing and food service, please contact the Office of Residence Life
and Housing (<http://www.wcupa.edu/residenceLife>), 202 Lawrence
Center, 610-436-3307.

The Office of Human Resource Services (<http://www.wcupa.edu/hr>) has
been designated as the contact for employees and applicants seeking to
request an accommodation. The Office of Human Resource Services is
located at 201 Carter Drive, 610-436-2800.

West Chester University is involved in the ongoing process of
renovating campus buildings and grounds to ensure accessibility for all
individuals. Many of our buildings are currently accessible, but some
are awaiting renovation. To find out whether a particular location is
accessible or how to access a location, please contact the space manager
at 610-436-3348. To request special accommodations at a particular
facility to ensure accessibility, please contact the Facilities Division at
610-436-3200.

ADA Policy and Accommodations

The University's complete ADA Policy Statement and commitment to
accommodations compliance is above.

The provisions of this catalog are not to be regarded as an irrevocable
contract between the student and the University. West Chester
University reserves the right to change any provisions or requirements
at any time. Please check the University's website, www.wcupa.edu, for
any updates.