



OFFICE OF THE PRESIDENT

MEMORANDUM

DATE: 24 July 2017

TO: Faculty, Staff, Students, Vendors and Contractors

SUBJECT: Notice of Sexual Harassment and Nondiscrimination

The Citadel does not discriminate on the basis of race, color, national origin, gender, gender identity, sexual orientation, disability, religion, age, genetic information, or veteran status in its programs and activities as required by Title IX of the Educational Amendments of 1972, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act, Title VII of the Civil Rights Act of 1964, and other applicable statutes and Citadel policies. The Citadel strongly prohibits sexual harassment, including sexual violence.

Eliminating sexual harassment and discrimination on The Citadel campus is one of my highest priorities. Consequently, I expect all members of the College community to be aware of the items listed below:

- [Memorandum 2-026, Sexual Harassment](#) and [Memorandum 2-025, Sexual Violence Prevention and Response](#) are comprehensive policy documents. I urge you to read and understand each. The documents are found on the [College's policy webpage](#). A printed copy can be obtained from your department administrative assistant.
- If you believe you are a victim or if you know of a victim of sexual harassment or discrimination from supervisors, peers, coworkers, or a student, you have a responsibility to make it clear such behavior is unwelcome, offensive, and violates The Citadel's policy and Title IX. If you observe or experience sexual harassment or discrimination, you have a responsibility to report in a timely manner to the appropriate supervisor and/or the Title IX Coordinator.

For Title IX inquiries and campus coordination for Title IX compliance:

Mr. John Gedney, Title IX Coordinator – Bond Hall Room 310, (843) 953-6881 or john.gedney@citadel.edu.

Deputy Title IX coordinators:

Mrs. Shawn Edwards, Chief Diversity Officer - Human Resources, (843) 953-6989 or shawn.edwards@citadel.edu. *You may also contact Mrs. Edwards for inquiries regarding the non-discrimination policies.*

Ms. Kathy Kroupa, Senior Associate Athletic Director for Internal Operations/Senior Women's Administrator, (843) 953-6604 or kkroupa@citadel.edu.

Ms. Caroline Schlatt, Assistant Director of Enrollment Management for the School of Science and Mathematics and Deputy Title IX Coordinator for The Citadel Graduate College (CGC), (843) 953-0523 or cschlatt@citadel.edu.

Sexual misconduct and interpersonal violence advocates and response services for students at The Citadel:

Ms. Janet Shealy, Director of Campus, Advocacy, Response, and Education (CARE) Thompson Hall Room 105, (843) 953-7277; mobile 843-425-1315 (24/7) or shealy1@citadel.edu.

Ombudspersons are also available to assist you:

Col Robert Pickering (843) 953-5096 office; (843) 437-9645 cell; and (843) 552-6771 home or robert.pickering@citadel.edu or ombud@citadel.edu. You may also visit Thompson Hall, Room 135, from 2-5pm, Monday through Friday or by appointment.

Lt Col Elizabeth Connor (843) 953-7469 office; (843) 469-7492 cell; (843) 364-9868 home; or elizabeth.connor@citadel.edu or ombud@citadel.edu. You may also visit Bond Hall, Suite 369, from 7:30am-10:30am, Monday through Thursday or by appointment.

Maj Shamus Gillen (843) 953-4830 office; (843) 743-9487 cell; or gillens@citadel.edu or ombud@citadel.edu. You may also visit Bond Hall Admissions Office, Room 120 from 8:30am-5:00pm, Monday through Friday or by appointment.

For inquiries regarding the Americans with Disabilities Act, the Rehabilitation Act, and related statutes and regulations:

Students

Lt Col Jane Warner – Thompson Hall Room 103, (843) 953-6877 or jane.warner@citadel.edu.

Employees

Mrs. Dana Richardson – Benefits Manager – Human Resources, (843) 953-5376 or richardsond3@citadel.edu.

Inquiries concerning anti-discrimination laws may be referred to The Citadel Title IX coordinators or to the Office for Civil Rights, United States Department of Education. For further information on notices of nondiscrimination, visit <https://wdcrobcop01.ed.gov/CFAPPS/OCR/contactus.cfm> to locate the U.S. Department of Education office in your area or call 1-800-421-3481, TDD 1-800-877-8339, or OCR@ed.gov.

The third-party EthicsPoint Fraud, Waste, & Abuse (FW&A) and Compliance Hotline is available at: <http://www.citadel.edu/root/compliance-ethicspoint> or toll free (855) 280-8357. Reports may be made anonymously. For questions regarding FW&A and Compliance Hotline, contact the Office of Institutional Compliance (843) 953-2667 or compliance@citadel.edu.

Communications with any of the above staff are confidential as allowed by law. Any retaliation for reporting an act of sexual harassment or discrimination will not be tolerated. I request each of us take an active role in removing all forms of harassment and discrimination from our campus.

A handwritten signature in black ink that reads "John W. Rosa". The signature is written in a cursive style with a large, looped initial "J".

John W. Rosa
Lieutenant General, USAF (Retired)
President

JWR/sse