NONDISCRIMINATION POLICY AND ACCESSIBILITY SERVICES

It is Purdue Global's policy to maintain an academic environment in which all individuals are treated with respect and dignity. All individuals have the right to strive to reach their potential in an atmosphere free from discriminatory practices, including unlawful discrimination and/or harassment based on race, religion, color, sex, age, national origin or ancestry, disability, marital status, parental status, sexual orientation, gender identity and expression, veteran status, genetic information, or any other legally protected status under applicable federal, state, and local law. Sexual harassment is a prohibited aspect of sexual discrimination under this policy.

Applicable Laws and Regulations

The University's policies and practices are in accordance with all applicable laws and regulations including:

- Title VI of the Civil Rights Act of 1964, as amended, and the implementing regulations 34 CFR Parts 100 and 101 (barring discrimination on the basis of race, color, or national origin)
- Title IX of the Education Amendments of 1972 and the implementing regulations 34 CFR Part 105 (barring discrimination on the basis of sex)
- The Family Educational Rights and Privacy Act of 1974 and the implementing regulations 34 CFR Part 99
- Section 504 of the Rehabilitation Act of 1973 and the implementing regulations 34 CFR Part 104 (barring discrimination on the basis of physical handicap)
- The Age Discrimination Act of 1975 and the implementing regulations 45 CFR Part 90
- The Americans With Disabilities Act of 1990 and the implementing regulations in 29 CFR Part 1630 (1992)
- Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance in 34 CFR Part 106
- Nondiscrimination on the Basis of Age in Programs or Activities Receiving Federal Financial Assistance in 34 CFR Part 110
- Institutional Eligibility Under the Higher Education Act of 1965, as Amended in 34 CFR Part 600
- Standards for Safeguarding Customer Information in 16 CFR Part 314

The University is committed to full compliance with these laws and has appointed compliance coordinators to assist those who have questions or concerns with respect to the University's compliance with these laws. The name, address, and telephone number of these staff members are available through the University.

Title IX Compliance

Title IX of the Education Amendments of 1972 prohibits discrimination based on gender in any educational program or activity that receives financial support from the Federal government. Under Title IX, discrimination based on gender includes sexual harassment and sexual violence. Title IX also prohibits retaliation against individuals who complain about or participate in an investigation regarding an alleged Title IX violation.

Any individual who has questions or concerns regarding possible gender discrimination should contact the Purdue Global Title IX Coordinator or the U.S. Department of Education Office for Civil Rights.

For information about the Sexual Misconduct Policy, please refer to the Additional References (https://catalog.purdueglobal.edu/additional-references/) section of the Catalog.

Title IX Coordinator at Purdue Global

Title IX Coordinator
2550 Northwestern Avenue, Suite 1100
West Lafayette, IN 47906
Email: titleix@purdueglobal.edu
Tel: 847-859-9605

Student Accessibility Services

In accordance with the Rehabilitation Act of 1973 (Section 504) and the 1990 Americans With Disabilities Act (ADA), the University will provide reasonable and individualized academic accommodations for students who have requested them and provided proper documentation outlining their need for accommodations.

Accommodations may include, but are not limited to, the following:

- Course materials or textbooks in alternative formats
- Closed-captioning
- Extended time for timed coursework
- Auxiliary aids and services (e.g., enlargement, dictation, audio programs)

It is your responsibility to request any necessary accommodations and recommended that you request them before starting the class or activity for which the accommodation(s) will be needed. Your request is voluntary, and information about your request or granted accommodations is confidential.

Student Accessibility Services (SAS) is the primary office responsible for the coordination of these student services. You may make a request for reasonable accommodations through PG Campus, Purdue Global or Purdue Global Law School faculty or staff, or by contacting SAS directly.

SAS
Tel: 317-208-1686
Fax: 866-422-4773
Email: sas@purdueglobal.edu
TTY: TTY users may dial 711 from their TTY phone, at no charge, to be connected with a Telecommunications Relay Services (TRS) operator who will assist with the call. For more information regarding 711, visit www.fcc.gov/guides/711-telecommunications-relay-service (https://www.fcc.gov/consumers/guides/711-telecommunications-relay-service/).

Requests for an accommodation will be reviewed on an individual, case-by-case basis.

Section 508 Electronic Information Technology Accessibility Policy

At Purdue Global we are working closely with our technology and compliance teams as well as external partners to ensure that we are

continuously meeting the Web Content Accessibility Guidelines (WCAG), as set forth by the World Wide Web Consortium (W3C), to support the individual needs of all of our students. We are committed to empowering and engaging individuals in their pursuit of learning goals.

Discrimination Grievance Procedures

Federal law prohibits discrimination on the bases of age, race, color, national origin, sex, and disability in programs receiving federal financial assistance. Purdue Global encourages you to bring all complaints or grievances regarding such discrimination to its attention.

A discrimination grievance is any complaint regarding discrimination on the basis of age, race, color, national origin, sex, including sexual harassment, or disability by Purdue Global or any Purdue Global employee, student, or other third party. If you have a complaint, you may present a grievance through the following discrimination grievance procedures. Purdue Global will investigate all complaints or grievances fully and promptly.

1. You should first bring the grievance to the attention of the Discrimination Grievance Coordinator, whose name and contact information appear below, as soon as possible following the occurrence of the alleged discrimination.

   Felicia Zelaya
   2550 Northwestern Avenue, Suite 1100
   West Lafayette, IN 47906
   Tel: 847-859-9605
   Email: studentrelations@purdueglobal.edu

   The grievance must be in writing and contain the following information:
   a. Your name and address;
   b. Description of and date of alleged violation;
   c. Names of persons responsible for the alleged violation (if known);
   d. Requested relief or corrective action, if applicable; and
   e. Any background information you believe to be relevant.
2. Upon the filing of a grievance, Purdue Global will conduct an investigation using a preponderance of the evidence evidentiary standard. If applicable, the University may take your statement and statements from witnesses. In cases of alleged sex discrimination, both the complainant and the alleged perpetrator will have the opportunity to present witnesses and evidence. Where appropriate, the University may impose interim measures upon the filing of the claim such as restrictions on contact; course-schedule or work-schedule alteration; leaves of absence; or increased monitoring of certain areas of the location. These interim measures are subject to review and revision throughout the grievance process.
3. Following receipt of the grievance, Purdue Global will complete its investigation within a reasonable time (generally 60 days) and provide written notice to you and all alleged responsible parties of the outcome of the investigation, the basis for its decision, and any remedies determined to be appropriate.
4. If Purdue Global determines that discrimination has occurred, it will take all appropriate steps to prevent the recurrence of the discrimination and to correct the effects felt by you and others, if appropriate. Potential sanctions for individuals determined to have committed acts of discrimination include a written warning concerning the misconduct and may result in disciplinary action up to and including immediate suspension and/or dismissal. Potential remedies may include disciplinary action against the perpetrator, requiring counseling for the perpetrator, remedies for the complainant and others, as well as changes to the University's overall services or policies.
5. You may also contact the U.S. Department of Education Office for Civil Rights at:

   Lyndon Baines Johnson Department of Education Building
   400 Maryland Avenue, SW
   Washington, DC 20202-1100
   Email: ocr@ed.gov
   Tel: 800-421-3481 (Toll Free)
   Fax: 202-245-8392
   TTY: 800-877-8339 (Toll Free)

You may file a criminal complaint or a complaint with the Office for Civil Rights at any time before, during, or after the grievance process. You do not have to complete the Purdue Global grievance process before contacting the Office for Civil Rights.

Students who feel they may have been the victim of discrimination are encouraged to contact the Purdue Global Title IX Coordinator for sources of counseling, advocacy, and support.

Jurisdiction

This procedure applies to sexual or gender-based harassment that is committed by students, faculty, staff, or third parties that occurs on Purdue Global property; or off Purdue Global property, if the conduct was in connection with a University or University-recognized program or activity.

Confidentiality for Title IX Gender Discrimination Complaints

University staff that are aware of a Title IX gender discrimination complaint will take reasonable steps to protect the privacy of all involved. Once a complaint is filed, the Complainant, the Respondent, and any witnesses will be notified that disclosing information about the case may interfere with the investigation and they are expected to keep all information confidential. They also will be notified that University policy prohibits retaliation, and that school officials will not only take steps to prevent retaliation, but will also take strong responsive action if it occurs.

Upon filing a complaint, if the Complainant requests to remain anonymous, the Title IX Coordinator will determine how to proceed with the investigation while factoring in the University's obligation to provide a nondiscriminatory environment, and the Respondent's rights to have notice of any allegations. Anonymity may limit the effectiveness of an investigation, or may prevent it from moving forward. The Complainant will be informed of the Title IX Coordinator's determination in this situation.

Nothing in this procedure prohibits or limits your right to report complaints to any regulatory or legal enforcement body including the state or federal departments of education.

Retaliation

It is a violation of federal law and Purdue Global policy to retaliate against any person making a complaint of discrimination or against any person participating in the investigation of any such allegation. Retaliation

should be reported promptly to the Title IX Coordinator. Retaliation is grounds for disciplinary action.

Definitions

Sexual Harassment is any unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity.

Sexual Violence is a form of sexual harassment and refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent (e.g., due to the student's age or use of drugs or alcohol, or because an intellectual or other disability prevents the student from having the capacity to give consent). A number of different acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, sexual abuse, and sexual coercion.

Gender-based Harassment is another form of sex-based harassment and refers to unwelcome conduct based on an individual's actual or perceived sex, including harassment based on gender identity or nonconformity with sex stereotypes, and not necessarily involving conduct of a sexual nature.

Purdue Global prohibits sex-based harassment by peers, employees, or third parties that is sufficiently serious to deny or limit a student's ability to participate in or benefit from the recipient's education programs and activities (i.e., creates a hostile environment).

Harassing conduct may take many forms, including verbal acts and name-calling, as well as nonverbal behavior, such as graphic and written statements, or conduct that is physically threatening, harmful, or humiliating. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment, particularly if the conduct is physical. Indeed, a single or isolated incident of sexual violence may create a hostile environment.