

Your Rights Under Law and University Policies

EQUAL ACCESS AND EQUAL OPPORTUNITY POLICES

Purdue University is committed to maintaining a community which recognizes and values the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding, and mutual respect among its members; and encourages each individual to strive to reach his or her own potential.

The University prohibits discrimination or harassment against any member of the University community on the basis of race, religion, color, sex, age, national origin or ancestry, genetic information, marital status, parental status, sexual orientation, gender identity and expression, disability, or status as a veteran.

To assist it in fulfilling this commitment, the University has adopted the following policies, procedures and statements:

- [Nondiscrimination Policy Statement](#)
- [Equal Opportunity and Equal Access \(III.C.2\)](#)
- [Anti-Harassment \(III.C.1\)](#)
- [Title IX Harassment \(III.C.4\)](#)
- [Procedures for Resolving Complaints of Discrimination and Harassment](#)
- [Procedures for Resolving Complaints of Title IX Harassment](#)

Questions regarding these policies and procedures may be directed to the Vice President for Ethics and Compliance.

TITLE IX

Title IX is part of the Education Amendments of 1972 to the 1964 Civil Rights Act and is enforced by the U.S. Department of Education. This federal law prohibits discrimination on the basis of sex in education programs or activities operated by recipients of federal financial assistance. Title IX applies to all participants of such programs, including students, parents and faculty/staff members. The purpose of Title IX is to help foster safe and respectful University environments that better protect students, faculty and staff from incidents of sex-based discrimination and sexual harassment, including sexual violence, sexual exploitation, relationship violence, and stalking.

The following individuals serve as Title IX Coordinators for Purdue University:

Purdue University - West Lafayette and Statewide

Christina Wright

Associate Vice President for Civil Rights

765-494-7255

titleix@purdue.edu

<https://www.purdue.edu/vpec/ocr/title-ix/>

Purdue University Fort Wayne

Christine M. Marcuccilli

Director of the Office of Civil Rights

260-481-6107

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Purdue University Northwest

Laura Odom

Executive Director

Office for Civil Rights

(219) 989-3169, (219) 785-5545

odoml@pnw.edu

You may contact the Title IX Coordinator for your campus to (a) make a Complaint or to report violations of University policy that you experience, witness or suspect or (b) request supportive measures.

PREGNANCY

The University is committed to supporting pregnant and parenting faculty, staff and students by providing reasonable accommodations to those who are pregnant or who have either had a false pregnancy, termination of pregnancy, have gone through childbirth, or are recovering from any of those conditions. The University will treat these conditions like any temporary disability and work to provide necessary accommodations.

Pregnancy itself is not considered a disability. However, if an employee or student experiences a pregnancy-related disability (i.e., preeclampsia, gestational diabetes), they may be eligible to apply for accommodations through the Disability Resource Center or Human Resources, and may seek support measures from the Title IX Coordinator for their campus. If the pregnancy-related disability causes the employee not to be able to perform the essential functions of their job or if the essential functions of the job place the pregnancy at risk, the employee may request reasonable accommodations. For students, the University will work with the student to create reasonable accommodations that will permit the student to participate in their educational programs and activities.

Individuals who believe that they have been discriminated against on the basis of pregnancy or a pregnancy-related condition or have a concern that they have been denied a reasonable

accommodation (either by not receiving an accommodation that was already approved or by denial of a request for a reasonable accommodation) may share their concern or file a formal complaint with the Title IX Coordinator for their campus.

REASONABLE ACCOMODATIONS, ACADEMIC ADJUSTMENTS, AUXILLIARY AIDS and SERVICES

Purdue University provides reasonable accommodations to qualified employees with disabilities. It also provides academic adjustments and auxiliary aids and services to qualified students with disabilities. Purdue's policy on equal access may be found at <https://www.purdue.edu/policies/ethics/iic2.html>.

DISABILITY VOLUNTARY SELF-IDENTIFICATION

Employees of Purdue may update their disability status at any time by clicking on the CC305 Disability form on the SuccessFactors home page. Employees will not be asked to disclose specific details about their condition. The Docusign form asks whether one identifies as having a disability or a history or record of a disability. For more information visit <https://www.purdue.edu/vpec/plans-for-veterans-and-undivduals-with-disabilities/disability-disclosure/>.

LIMITED ENGLISH PROFICIENCY (LEP)

The University will take reasonable steps to ensure that persons with Limited English Proficiency (LEP) have meaningful access and an equal opportunity to participate in our services, activities, programs and other benefits (<https://www.purdue.edu/policies/ethics/s25.html>). While recognizing that some level of English proficiency is generally required for admission as a student and may - in consultation with Human Resources - be a requirement of some jobs, the University seeks to ensure meaningful communication with LEP faculty, staff, students, and participants in our programs and activities and their authorized representatives involving participation in our programs and activities. All interpreters, translators and other aid needed to comply with this requirement will be provided without cost to the person being served. Language assistance will be provided through use of competent bilingual staff, staff interpreters, contracts or formal arrangements with local organizations providing interpretation or translation services, or technology and telephonic interpretation services.

FREEDOM OF EXPRESSION

Any employee, student, student organization, or contractor of Purdue University who materially and substantially disrupts the protected expressive activity of another employee, student, student organization, or contractor of the University may be subject to appropriate discipline, up to and including expulsion (students), withdrawal of recognition (student organizations) or termination (employees and contractors).

As an institution, Purdue guarantees all members of the University community the broadest possible latitude to speak, write, listen, challenge and learn. Fostering the ability of members of the University community to engage in debate and deliberation in an effective and responsible manner is an essential part of the University's mission. Faculty and staff, individually and collectively, can and should express their views on all manner of issues using non-institutional platforms and channels.

Purdue's commitment to Freedom of Expression may be found at:

<https://www.purdue.edu/home/free-speech-overview/> and its standard on Freedom of Expression (S-28) may be found at: <https://www.purdue.edu/vpec/resources/faqs/s28/>.

WHISTLEBLOWER PROTECTION

Any individual with information regarding misconduct on the part of any Purdue University employee, student, volunteer, agent, or contractor that violates a Purdue policy or a state or federal law or regulation in connection with their duties to Purdue University is encouraged to make a Good Faith Disclosure to the appropriate University official. A Reporting Individual may utilize Purdue University's Anonymous Reporting Line at <https://www.purdue.edu/hotline> to anonymously report fraud or misconduct.

The University is committed to protecting from retaliation individuals who, acting in good faith, disclose unlawful or fraudulent misconduct. Retaliation against any individual for making a Good Faith Disclosure, participating in an investigation of a Good Faith Disclosure, or enforcing the University's policy is strictly prohibited, and is subject to appropriate and prompt disciplinary or remedial action. The policy on Protection Against Reprisal for Good Faith Disclosures (Whistleblower Protection) (III.A.4) can be found at <https://www.purdue.edu/vpec/policies/ethics/iiia4/>.

Reporting Individuals involved in activities supported by federal awards also are protected under federal whistleblower laws, which protect disclosures related to federal grant or contract oversight, waste, fraud, abuse, and public safety concerns.