

# STATEMENT ON NONDISCRIMINATION

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In compliance with applicable law, such as Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, The Age Discrimination Act of 1975, and The Americans with Disabilities Act and ADA Amendments, St. Catherine University (the "University") admits students and administers its education policies, financial aid and scholarship programs, and its educational, athletic and other University administered programs without regard to race, color, national origin, age, religion, creed, disability, marital status, gender/sex (including pregnancy or pregnancy-related conditions), gender identity/expression, sexual orientation, or status with regard to public assistance. Notwithstanding the foregoing, as a historical women's undergraduate institution and as permitted by law, the University limits student admissions to its undergraduate College of Women to individuals who identify as female.

The University is required by Title IX and its regulations not to engage in sex discrimination in its education program or activity, including admissions and employment. Sex discrimination is prohibited by Title IX of the Education Amendments of 1972, a federal law that provides that: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance." Sex discrimination is conduct based upon an individual's sex that excludes an individual from participation in, denies the individual the benefits of, or treats the individual differently, in an education program or activity. Sexual Harassment is a form of sex discrimination. In accordance with Title IX and its regulations, this Policy addresses the University's prohibition of the following forms of sex discrimination: Title IX Sexual Harassment, Non-Title IX Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, Stalking, and Sexual Exploitation.

The University will not tolerate Sexual Misconduct in any form. The University will promptly and equitably respond to all reports of Sexual Misconduct in order to take steps to eliminate the misconduct, prevent its recurrence, and address its effects on any individual and/or the community.

Inquiries or complaints about Title IX, sex discrimination, or Sexual Misconduct may be directed to the University's Title IX Coordinator: Sarah Gasparini, Title IX Coordinator and Interim Director of Human Resources, Derham 113, [sagasparini@stkate.edu](mailto:sagasparini@stkate.edu), 651-690-6732.

Sarah Gasparini, Interim Director of Human Resources, is also responsible for coordinating the University's compliance with the disability-related requirements of applicable law, as well as compliance with other applicable laws and regulations prohibiting discrimination in programs for students. Persons with concerns, questions or complaints in regard to harassment or discrimination may contact Sarah Gasparini in Derham 113, or at [sagasparini395@stkate.edu](mailto:sagasparini395@stkate.edu) ([pldaninger473@stkate.edu](mailto:pldaninger473@stkate.edu)), or at 651-690-6732.