

LENOIR-RHYNE UNIVERSITY

Notice of Non-Discrimination and Equal Employment

Lenoir-Rhyne University does not discriminate on the basis of race, color, national origin, citizenship, religion, political affiliation, age, marital status, sex/gender, physical or mental disability, genetic information, pregnancy, or veteran status in any educational programs and activities, including admissions. Lenoir-Rhyne's policy of non-discrimination and equal opportunity extends to all aspects of employment, including, but not limited to, recruitment, hiring, training, promotion, transfer, reassignment, demotion, discipline, discharge, performance evaluation, compensation and benefits. Lenoir-Rhyne is committed to providing an environment that promotes non-discrimination, equal opportunity, and inclusion for faculty, staff, students, contractors, volunteers, and visitors.

Non-Discrimination Regarding Disability

For questions and complaints involving discrimination on the basis of physical or mental disability you should contact:

Sherry Proctor
Director of Disability Services/Section 504 & Title III Coordinator
Lenoir-Rhyne University
Cornerstone House
625 7th Ave. NE
Hickory, NC 28601
(828) 328-7296
Sherry.Proctor@lr.edu

Title IX at Lenoir-Rhyne University

As a recipient of federal financial assistance for education activities, Lenoir-Rhyne is required by Title IX of the Educational Amendments of 1972, 20 U.S.C. § 1681 et. seq. and the rule promulgated on May 19, 2020 by the U.S. Department of Education entitled *Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance*, 85 Fed. Reg. 30,026 (collectively, "Title IX") to ensure that all of its education programs and activities do not discriminate on the basis of sex/gender, including sex, sex stereotypes, gender identity, gender expression, sexual orientation, and pregnancy or parenting status.

Sexual harassment, sexual assault, dating violence, domestic violence, and stalking are forms of sex discrimination, which are prohibited under Title IX and by Lenoir-Rhyne. Lenoir-Rhyne also prohibits retaliation against any person participating in any discrimination investigation or complaint process internal or external to the University.

Lenoir-Rhyne University's Sex/Gender Non-Discrimination and Anti-Retaliation Policy is available at <https://www.lr.edu/sex-discrimination-policy>, and includes how to report or file a formal complaint of sex discrimination, harassment, misconduct, and/or retaliation, how LRU will respond to reports and formal complaints, and LRU's formal grievance process and procedures.

Any person may report sex discrimination, harassment, misconduct and/or retaliation at any time (whether or not the person reporting is the person alleged to have experienced the conduct), including during non-business hours, by contacting the Title IX Coordinator or a Deputy Coordinator in-person, by telephone, email or U.S. mail utilizing the contact information listed for the Title IX Coordinator below, or by utilizing the reporting function on the University's Title IX webpage, by going to www.lr.edu/titleix and clicking on "Submit a Report or Complaint."

Individuals with questions regarding Title IX, including its application, or who want to make a report of sex discrimination, harassment, misconduct and/or retaliation, should contact the Title IX Coordinator or a Deputy Title IX Coordinator below:

Title IX Coordinator

Dawn Floyd
Director of Compliance/Title IX Coordinator
Dawn.Floyd@lr.edu or TitleIXCoordinator@lr.edu
828-328-7040

Lenoir-Rhyne University
Cromer Center 206(A)
625 7th Ave. NE
Hickory, NC 28601

Deputy Title IX Coordinators

Robyn Marren
Deputy Title IX Coordinator (Columbia)
Chief Operations Director
Lutheran Theological Southern Seminary
LRU Center for Graduate Studies Columbia
Yost Administration Building
4201 N. Main St.
Columbia, SC 29203
803-461-3277
Robyn.Marren@lr.edu

Dr. Michael M. Dempsey
Deputy Title IX Coordinator (Asheville)
Dean and Director
LRU Center for Graduate Studies Asheville
36 Montford Ave.
Asheville, NC 28801
828-407-4269
Michael.Dempsey@lr.edu

In addition to the Title IX Coordinator, individuals may also contact the Assistant Secretary for Civil Rights at U.S. Department of Education, Lyndon Baines Johnson Dept. of Education Bldg., 400 Maryland Avenue S.W., Washington, D.C. 20202-1100. Telephone/Fax: 800-421-3481; Fax: 202-453-6012; TDD: 800-877-8339; Email: ocr@ed.gov.

Other Non-Discrimination Reporting Options

For questions and complaints involving all forms of discrimination you may contact:

Rick Nichols
Director of Human Resources
Lineberger #211
(828) 328-7387
Rick.Nichols@lr.edu

Dr. Katie Fisher
Assistant Provost and Dean of Student Life
Cromer Center, Second Floor
(828) 328-7246
Katie.Fisher@lr.edu

You may also direct any discrimination questions and complaints to:

U.S. Department of Education, Office for Civil Rights
(800) 421-3481
ocr@ed.gov