

Wingate University Title VI Policy

Wingate University is committed to fostering a learning, living, and working environment that is inclusive, respectful, and free from unlawful discrimination. In accordance with **Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq.)**, the University prohibits discrimination on the basis of **race, color, or national origin** in any program or activity receiving federal financial assistance.

The University is committed to responding promptly and appropriately to reports of discrimination and taking appropriate action to prevent its recurrence.

What is Title VI?

Title VI of the Civil Rights Act of 1964 prohibits discrimination based on race, color, or national origin in programs and activities that receive federal financial assistance.

At Wingate University, this includes, but is not limited to:

- Admissions and recruitment
- Academic programs
- Financial aid
- Housing and residence life
- Student organizations and activities
- Athletics
- Student services
- Student conduct processes

Prohibited Conduct

The University prohibits:

- **Discrimination:** Treating an individual differently based on race, color, or national origin.
- **Harassment:** Unwelcome conduct based on race, color, or national origin that is sufficiently severe or pervasive to interfere with an individual's ability to participate in University programs or activities.
- **Retaliation:** Intimidation, threats, coercion, or adverse action against an individual for reporting discrimination or participating in a Title VI process.

Title VI requires the university to take prompt and effective action reasonably calculated to do three core things:

1. End the harassment.

2. Eliminate the hostile environment and its effects.
3. Prevent the conduct from recurring.

Reporting a Concern

Anyone who believes they have experienced or witnessed discrimination prohibited by Title VI is encouraged to report the concern promptly [here](#).

Reports may also be submitted to:

Office of Community Standards
community.standards@wingate.edu
(704)-233-8023

The Office of Community Standards is responsible for coordinating the University's response to Title VI reports and ensuring complaints are reviewed promptly, fairly, and equitably.

Resolution Process

Upon receiving a report, the University will:

- Review the reported conduct.
- Contact the complainant to discuss available resources and reporting options.
- Conduct a prompt and impartial review when appropriate.
- Take reasonable steps to address any policy violations and prevent future discrimination.

Individuals involved in the process will be treated with fairness and respect. The University prohibits retaliation against anyone who reports discrimination or participates in a Title VI review.

Sanctions for Violations Title VI

When the university determines through an internal investigation or conduct hearing that a student has violated its Title VI policy (prohibiting discrimination, harassment, or retaliation based on race, color, or national origin), the institution can impose a range of disciplinary and educational sanctions.

The exact sanction depends on the severity of the conduct, the student's prior disciplinary record, and whether the violation created a hostile environment.

1. Status & Administrative Sanctions

Written Warning / Formal Reprimand: An official written notice placed in the student's disciplinary file warning that future violations will lead to more severe consequences.

Disciplinary Probation: A specified period during which any further policy violations will result in immediate suspension or expulsion.

Loss of Privileges: Temporary or permanent restriction from participating in university activities, including:

Athletic teams or intramural sports

Student government or leadership roles

Greek life or student organizations

Study abroad programs or university-sponsored travel

Suspension: Temporary removal from the university for a specified period (e.g., one semester, one academic year). During a suspension, the student is barred from campus grounds and university events.

Expulsion / Permanent Dismissal: Permanent removal from the university without the opportunity to re-enroll or return to campus grounds.

Withholding or Revocation of Degree: Delaying the awarding of a degree or revoking a previously conferred degree if the violation is severe or discovered prior to graduation.

2. Restrictive & Protective Measures

To ensure the safety and well-being of the target or broader campus community, universities often enforce spatial or social boundaries:

No-Contact Orders: Formal administrative directives prohibiting the student from contacting specific individuals in person, online, or through third parties.

Housing Relocation or Eviction: Reassigning the student to a different residence hall or terminating different residence halls or terminating their university housing contract entirely.

- **Campus Building or Facility Bans:** Restricting the student's access to specific areas of campus (e.g., student centers, specific academic buildings, libraries, or dining halls).

3. Educational & Remedial Sanctions

Universities often pair administrative penalties with educational requirements aimed at behavior modification and community repair:

- **Mandatory Educational Modules:** Required completion of training programs focused on anti-discrimination, cross-cultural competence, or civil rights awareness.
- **Reflective Essays or Projects:** Written assignments demonstrating an understanding of the impact of the discriminatory behavior.
- **Community Service / Restorative Justice:** Required service hours or participation in a facilitated restorative dialogue process, provided all parties voluntarily agree.
- **Counseling Assessment:** Mandated consultation sessions with campus counseling center professionals or behavioral health experts.

Once responsibility for policy violations has been determined, the student shall receive notification of the policy violations and consequent sanction(s).

- Any student who contests the decision and/or sanctions, assigned by the Director of Community Standards or designee, may appeal the decision to the Associate Vice President for Student Life or their designee within 5 business days of receipt of notification of the outcome. It is understood that after 5 business days the student accepts the charges and sanctions and the decision becomes final. The decision of the Associate Vice President for Student Life or their designee is final. Grounds for appeals include:
 - Presentation of new information that would likely alter the determination of responsibility and/or sanction(s) (as new information, this information was not reasonably available at the time of the Educational Conference or hearing);
 - The sanction(s) imposed are substantially disproportionate to the policy violation(s);
 - Or the existence of procedural errors so substantial that it greatly impacted the determination of responsibility and/or sanction(s).