

Saint Francis University adheres to all federal, state, and local civil rights laws prohibiting discrimination in employment and education. The University does not discriminate in its admissions practices, in its employment practices, or in its educational programs or activities on the basis of sex, gender identity, age, race, color, ethnicity, religion, sexual orientation, physical or mental disability (including perceived disability), national origin (including ancestry), marital status, pregnancy, veteran or military status (including disabled veteran ; recently separated veteran; active-duty, wartime, or campaign badge veteran; and Armed Forces Service Medal veteran), predisposing genetic characteristics, or any other protected characteristic under applicable local, state, or federal law, including protections for those opposing discrimination or participating in any grievance process within the institution, with the Equal Employment Opportunity Commission, and/or other human/civil rights agencies. As a recipient of federal financial assistance for education activities, the University is required by Title IX of the Education Amendments of 1972 to ensure that all of its education programs and activities do not discriminate on the basis of sex/gender.

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

Any member of the institutional community, guest, or visitor who acts to deny, deprive, or limit the educational, employment, residential, or social access, opportunities and/or benefits of any member of the University community on the basis of sex is in violation of the Equal Opportunity, Harassment, and Non-Discrimination Policy.

Any person may report sex discrimination (whether or not the person reporting is the person alleged to have experienced the conduct), in person, by mail, by telephone, by video, or by email, using the contact information listed for the Title IX Coordinator (below). A report may be made at any time (including during non-business hours) by emailing [titleix@francis.edu](mailto:titleix@francis.edu) or submitting an online report at <https://www.francis.edu/titleix-reporting>.

Questions regarding Title IX, including its application and/or concerns about noncompliance, should be directed to the Title IX Coordinator. For a complete copy of the policy or for more information, please visit <https://www.francis.edu/nondiscrimination-and-no-harassment> or contact the Title IX Coordinator.

Individuals who believe they have experienced sex discrimination, harassment, and/or retaliation in violation of University policy should contact the following:

- **Jeffrey Savino**  
University Vice President for Finance and Administration  
101 Raymond Hall  
Phone: (814) 472-3261  
Email: [jsavino@francis.edu](mailto:jsavino@francis.edu)
- **Lynne Banks, M.Ed.**  
Associate Dean of Students/Title IX Coordinator  
Location: 232 Padua Hall  
Phone: (814) 472-3002  
Email: [Lbanks@francis.edu](mailto:Lbanks@francis.edu)

Web: [www.francis.edu/titleix](http://www.francis.edu/titleix)

A person may also file a complaint with the appropriate federal, state, or local agency within the time frame required by law. Depending upon the nature of the complaint, the appropriate agency may be the federal Equal Employment Opportunity Commission (EEOC), the U.S. Department of Education Office for Civil Rights (OCR), the Department of Justice, and/or the Pennsylvania Human Relations Commission.

- **Pennsylvania Human Relations Commission**  
*Pittsburgh Regional Office*  
301 Fifth Avenue, Suite 390, Piatt Place  
Pittsburgh, PA 15222  
Phone: 412-565-5395  
Web: <https://www.phrc.pa.gov/Pages/default.aspx>
- **Equal Employment Opportunity Commission**  
*Pittsburgh Office*  
William S. Moorhead Federal Building  
1000 Liberty Avenue, Suite 1112  
Pittsburgh, PA 15222  
Phone: 1-800-669-4000  
Fax: 412-395-5749  
TTY: 412-395-5904  
Web: <https://www.eeoc.gov/>
- **Office for Civil Rights,**  
*Philadelphia Office*  
U.S. Department of Education  
The Wanamaker Building  
100 Penn Square East, Suite 515  
Philadelphia, PA 19107-3323  
Telephone: (215) 656-8541  
Facsimile: (215) 656-8605  
Email: [OCR.Philadelphia@ed.gov](mailto:OCR.Philadelphia@ed.gov)
- **Assistant Secretary for Civil Rights**  
**Office for Civil Rights, National Headquarters**  
U.S. Department of Education  
Lyndon Baines Johnson Dept. of Education Building  
400 Maryland Avenue, SW  
Washington, DC 20202-1100  
Telephone: 800-421-3481  
Fax: 202-453-6012; TDD: 800-877-8339  
Email: [OCR@ed.gov](mailto:OCR@ed.gov)

Within any Resolution Process related to this Policy, the University provides reasonable accommodations to persons with disabilities and religious accommodations, when that accommodation is consistent with state and federal law.

**Short/Blurb Format:**

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