



Non-Discrimination Policy

Ringling College of Art and Design does not discriminate on the basis of sex, age, gender, color, race, national or ethnic origin, religion, marital status, sexual orientation, gender identity or expression, pregnancy, disability, veteran status, genetic information, or any other basis prohibited by law ("Protected Trait"), in its programs or activities.

No person, because of a Protected Trait, will be excluded from participation in, or denied the benefits of or access to any educational program or activity provided by the College, except as may be explicitly permitted by law. This is not only the policy of the College, it is also the mandate under applicable federal and state laws and includes the administration of its educational policies, admissions policies, scholarship and loan programs, and other College administered programs.

The College's programs and activities are conducted in compliance with Section 504 of the Rehabilitation Act of 1973, as amended, with the Americans with Disabilities Act of 1990, as amended, Title VI of the Civil Rights Act of 1964, as amended, the Genetic Information Nondiscrimination Act, and with Title IX of the Education Amendments of 1972, as well as other state and federal laws protecting the Protected Traits listed above. The College is an equal opportunity educational institution.

The College does not discriminate on the basis of sex in its education programs and activities, or in the context of employment. Sexual harassment, including sexual assault, dating violence, domestic violence, and stalking, is a form of sex discrimination prohibited by Title IX of the Education Amendments of 1972. (See Ringling College of Art and Design Sexual Misconduct and Title IX Policy). Title IX requires 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.

Sexual harassment is also prohibited under Title VII of the Civil Rights Act of 1964 and other applicable statutes.

Anyone engaging in practices that violate the Non-Discrimination Policy, including discrimination, harassment or retaliation against someone who complains about discrimination, will be subject to disciplinary action, up to and including expulsion or separation from the College. Anyone who believes he or she has been subjected to unlawful discrimination, harassment, retaliation or other practices in violation of the Non-Discrimination policy should immediately contact the Title IX Coordinator or Deputy Title IX Coordinator, as listed below.

Inquiries

Inquiries regarding compliance with these statutes and referrals to designated coordinators under the ADA/Section 504 and Title IX may be directed to Dr. Tracy Wagner, Title IX Coordinator, or to the Director of the Office for Civil Rights, U.S. Department of Education, 400 Maryland Avenue, SW, Washington, D.C. 20202-1100, 1-800-421-3481. TDD 877-521-2172.

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Procedures for Discrimination Complaints

Cases falling under the jurisdiction of the Sexual Misconduct and Title IX Policy will be handled according to that policy. All other discrimination concerns will be handled pursuant to the procedures outlined here.

Cases alleged against student respondents will be processed under the Student Code of Conduct system. Cases alleged against other respondents (including faculty, staff, and others) will be handled pursuant to the procedures outlined in the Non-Harassment Policy.

The Title IX Coordinator and Deputy Coordinators will assist any individual wishing to inquire, make a report or a complaint and will provide information concerning the options for resolving a report under this policy.

The Title IX Coordinator has the overall responsibility for the implementation of the Title IX program at Ringling College. Darren Mathews, Deputy Title IX Coordinator, oversees the administration of grievance procedures for faculty and staff and coordinates training, education and communication of College discrimination and harassment policies to employees. Dr. Tammy Walsh, Deputy Title IX Coordinator, oversees the administration of the grievance procedures for students and coordinates training, education and communication to students.

Title IX Coordinator

Dr. Tracy Wagner

Executive Vice President

Office Location: Office of the President, Keating Center, First floor

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941-359-7595

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Deputy Title IX Coordinator

Dr. Tammy S. Walsh

Vice President for Student Life and Dean of Students

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Deputy Title IX Coordinator

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Associate Dean of Students for Student Development
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Deputy Title IX Coordinator

Darren Mathews
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