

# Title IX and Nondiscrimination

## Title IX

Charter Oak State College seeks to provide a safe environment for employees and students and does not tolerate any type of violence committed against students or employees in person or via electronic means. Though Charter Oak is a non-traditional college community and its students primarily learn at a distance rather than at our campus, the College is mindful of issues of personal safety. Nontraditional students are not immune to incidents of violence. To this end, we want to ensure that all of our students and staff are educated about the issues of sexual assault, domestic violence, and stalking so they understand the laws, the College's responsibilities, and their rights and responsibilities.

Charter Oak is committed to making certain that its offices are secure and safe environments for students, employees, and visitors.

Charter Oak State College is governed by the Connecticut Board of Regents (BOR). The following BOR/CSCU policies can be found on the BOR website as well:

- [CSCU - Human Resources - Title IX and Nondiscrimination \(ct.edu\)](#)
- [The Sexual Misconduct Reporting, Support Services and Processes Policy](#)
- [Policy on Consensual Relationships](#)
- [Policy Regarding Reporting Suspected Abuse or Neglect of a Child](#)

For further information on Charter Oak's Title IX process, please refer to the links below:

- [Board of Regents Policy](#)
- [Student Conduct and Title IX Training](#)
- [Title IX Informal Resolution Procedure for Charter Oak State College and System](#)
- [Title IX Grievance Procedures](#)

## Nondiscrimination

Charter Oak State College recognizes its responsibility to the principles of affirmative action and equal opportunity and is committed to carrying out these principles with diligence and conviction.

Charter Oak State College is committed to acknowledging the worth of all persons within the higher education community, to promoting pluralism and to seeking an end to acts of intolerance. The promotion of racial, religious and ethnic pluralism is a responsibility of all individuals within the Charter Oak State College community. Acts of violence and harassment reflecting bias or intolerance of race, religion, gender, sexual orientation, disability, and ethnic or cultural origins are unacceptable and Charter Oak State College will take corrective action if such acts of violence or harassment occur.

Charter Oak State College does not discriminate on the basis of race, color, ethnic or national origin, sex, sexual orientation, gender identity, religion, age, ancestry, disability, military status, veteran status, or other non-merit reasons, in admissions, educational programs or activities and employment, and complies with all applicable federal and state laws regarding nondiscrimination and affirmative action, including Title IX of the Education Amendments of 1972 and Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964 and the Elliott-Larsen Civil Rights Act.

Title IX of the Education Amendments of 1972 is a federal law that prohibits sex discrimination in education. It reads:

*"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."*

-- Legal Citation: Title IX of the Education Amendments of 1972, and its implementing regulation at 34 C.F.R. Part 106 (Title IX)

Sex discrimination includes sexual harassment, sexual assault and other forms of sexually motivated misconduct. See "**Sexual Misconduct Reporting, Support Services and Processes Policy**"

Charter Oak's Title IX Informal Resolution Procedure can be found [here](#) along with the [Grievance Procedures](#). If you are a student who has a question or complaint regarding the nondiscrimination policies, please contact:

- **CSCU Interim Title IX Coordinator:**  
Kim Pacelli  
610-993-0229 x1018
- **Deputy Title IX Coordinator:**  
[David Ferreira](#)  
860-515-3836

If you are an employee of Charter Oak Staff College and you have question or complaint regarding the nondiscrimination policies, please contact:

- **Deputy Title IX Coordinator:** [David Ferreira](#), 860-515-3836

Inquiries regarding the application of the federal non-discrimination policy may be referred to the Coordinator or the Assistant Secretary for Civil Rights, U.S. Department of Education, Washington, DC 20202, or the Regional Director, U.S. Department of Education, Office for Civil Rights, J.W. McCormack Post Office & Courthouse Building, Room 222, Boston, MA 02109.