

Official University Notifications for Students

Description

This section of the Student Handbook contains various official university notifications that apply to students. All enrolled students are responsible to be familiar with these notices and are advised to take the appropriate action as advised in the notices.

Title IX Coordinator
Room 210
Benedictine Center for Servant Leadership
7500 University Drive
Bismarck, ND 58504
(701) 355-8144
titleix@umary.edu

Non Discrimination Statement

Purpose

As a Benedictine learning community, the University of Mary strives to welcome all with hospitality and respect in recognition of each person's God-given dignity. Consistent with such philosophy and in accordance with all applicable laws, the University has adopted the following non-discrimination statement for use by all departments and programs. The official University of Mary non-discrimination statement shall be used, unaltered as it appears below and in its entirety. It shall have precedence over any previous non-discrimination statement.

Statement of the Policy

The University of Mary does not discriminate on the basis of race, color, religion, sex, age, national origin, disability, marital status or public assistance, in accordance with applicable laws. Sexual harassment, which includes acts of sexual violence, is a type of sex discrimination. The University will not tolerate any unlawful discrimination, and any such conduct is prohibited. The University also prohibits any form of discipline or retaliation for reporting incidents of discrimination. University employees commit to uphold and respect the Christian, Catholic and Benedictine identity of the University.

Additional Information

This prohibition of discrimination includes, but is not limited to the planning and administration of its admissions policies, educational programs, scholarships, loans, and other financial aid, athletic and other school-administered programs, services, and activities, or in employment. This Policy is intended to be consistent federal and state laws, including, but not limited to, Titles VI and VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, as amended, the North Dakota Human Rights Act and Title IX of the Education Amendments of 1972, which requires that the University not discriminate on the basis of sex in its educational programs and activities. The following persons have been designated to handle inquiries regarding the non-discrimination policy.

All employees are advised that they have obligations under Title IX to familiarize themselves with the University's [conduct grievance procedure](#) and assist any student who makes known to them an incident or circumstance about which they may wish to file a complaint.

Title IX

"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..."

20 U.S.C. § 1681

Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681) prohibits gender discrimination of students and employees of educational institutions that receive federal financial assistance. In compliance with Title IX, the University of Mary prohibits gender discrimination in all programs, activities and employment.

• University Title IX Coordinator

The Title IX Coordinator at the University of Mary is Sister Rosemary DeGracia, Director of University Compliance. She monitors compliance with Title IX regulations. Questions regarding Title IX, as well as concerns and complaints of non-compliance, may be directed to her.

• Title IX Applies To All Programs

Title IX applies to every aspect of federally funded education programs. Areas covered by Title IX include: Access to Higher Education, Athletics, Career Education, Education for Pregnant and Parenting Students, Employment, Learning Environment, Math and Science, Sexual Harassment, Standardized Testing, and Technology. For additional information about Title IX and athletics, please contact Dr. Patty Keller, Assistant Athletic Director for Compliance and Senior Women's Athletic Administrator at 701-355-8386 or at paraubekeller@umary.edu.

• Title IX Prohibits Sexual Harassment

Title IX also prohibits sexual harassment, which includes sexual assault and sexual violence.

- **Title IX Applies To Everyone**

Title IX protects the rights of men, as well as the rights of women. Title IX requires that men and women receive fair and equal treatment in all areas of education.

- **Retaliation Prohibited By Title IX**

Title IX protects whistle-blowers from retaliation. The reporting of discrimination is important to Title IX enforcement and would be discouraged if retaliation against those who report it goes unpunished.

- **Title IX Enforcement**

The United States Department of Education's Office for Civil Rights (OCR) is in charge of enforcing Title IX. Information can be found at www.ed.gov/about/offices/list/ocr/index.html.

Inquiries regarding Title IX may be directed to:

Office for Civil Rights, Chicago Office
U.S. Department of Education
Citigroup Center
500 W. Madison St., Suite 1475
Chicago, IL 60661-7204
Telephone: 312-730-1560*
Fax: 312-730-1576
E-mail: OCR.Chicago@ed.gov

- **Complaints Under Title IX**

If you believe you have been subjected to sexual discrimination or sexual harassment, the complaint procedure and complaint form can be found at: https://my.umary.edu/ICS/icsfs/Conduct_Grievance_Procedure_Complaint_Form.pdf?target=9b1c77df-0bb6-4fa8-bce0-2e43773cd24c

If you believe you have been or are the victim of sexual assault, sexual violence or other sexual misconduct, the complaint procedure and complaint form can be found at: https://my.umary.edu/ICS/icsfs/Conduct_Grievance_Procedure_Complaint_Form.pdf?target=9b1c77df-0bb6-4fa8-bce0-2e43773cd24c

- **Contact Information**

Inquiries regarding Title IX may be directed to:

Sister Rosemary DeGracia
Director of University Compliance
University of Mary
Benedictine Center for Servant Leadership
7500 University Drive
Bismarck, ND 58504
(701) 355-8144
titleix@umary.edu

Statement on Inclusion and Human Sexuality

Among the six Benedictine values of the University of Mary is hospitality. In Chapter 53 of the Rule of Saint Benedict, we read these words: "All guests who present themselves are to be received as Christ, for he is going to say, 'I was a stranger, and you welcomed me.'" (cf. Matthew 25:35)

As a Christian, Catholic, Benedictine university, we strive to welcome, respect, appreciate, and love all persons, recognizing the fundamental dignity of each person as created in the image and likeness of God. It is part of our mission to model and foster Christian, Catholic, and Benedictine conduct and virtue within our community.

The Catechism of the Catholic Church teaches that persons who experience same-sex attraction or identify as LGBT "must be accepted with respect, compassion, and sensitivity. Every sign of unjust discrimination in their regard should be avoided." (§ 2358) The University of Mary therefore condemns any and all direct or indirect intimidation or harassment of any person in regard to their sexuality. Such behavior is offensive, detestable, and an affront to human dignity.

Catholic moral teaching also holds that all persons, whatever their experience of sexuality, are called to lives of chastity in accord with their vocation and their state of life. Neglect or failure to do so is likewise harmful to human dignity.

Because the Church has clearly and consistently taught that the only morally acceptable sexual activity is between a woman and a man within the context of marriage, some may wonder if those who experience same-sex attraction are somehow less deserving of love and respect. They are not.

The University of Mary upholds this twofold teaching with clarity and compassion. However, clarity is not to be confused with or result in actions that exclude, demean, or renounce anyone. Nor is compassion to be confused with or result in actions that endorse or excuse morally wrong behavior or activities.

We recognize that our approach may be in conflict with the practice or vision of the larger culture, as Christian beliefs have been in other times and places. We assert as fundamental to our mission the right to uphold Catholic teaching and administer according to it. We recognize that within our community there are individuals who identify as LGBT, and they are deeply valued. We grieve for any in the history of Mary College or the University of Mary who have been treated hurtfully. And because every one of our lives hold experiences of isolation, brokenness, and seeking, we renew our resolve to foster a healthy and life-giving experience of community for students, faculty, and staff, rooted in loving concern for one another.

Finally, as a university, we encourage the vigorous pursuit of truth and the free exchange of ideas; we further encourage members of our community to engage this issue with civility and mutual respect.