

DISCRIMINATION GRIEVANCE PROCEDURES



**PURDUE
GLOBAL™**

Discrimination Grievance Procedures

Federal law prohibits discrimination on the bases of age, race, color, national origin, sex, and disability in programs receiving federal financial assistance. Purdue Global encourages you to bring all complaints or grievances regarding such discrimination to its attention.

A discrimination grievance is any complaint regarding discrimination on the basis of age, race, color, national origin, sex, including sexual harassment, or disability by Purdue Global or any Purdue Global employee, student, or other third party. If you have a complaint, you may present a grievance through the following discrimination grievance procedures. Purdue Global will investigate all complaints or grievances fully and promptly.

1. You should first bring the grievance to the attention of the Discrimination Grievance Coordinator, whose name and contact information appears below, as soon as possible following the occurrence of the alleged discrimination:

Melissa Eckenrod

2550 Northwestern Avenue, Suite 1100

West Lafayette, IN 47906

Tel: 312-777-6108

Email: StudentRelations@PurdueGlobal.edu

The grievance must be in writing and contain the following information:

- a. Your name and address;
 - b. Description of and date of alleged violation;
 - c. Names of persons responsible for the alleged violation (if known);
 - d. Requested relief or corrective action, if applicable; and
 - e. Any background information you believe to be relevant.
2. Upon the filing of a grievance, Purdue Global will conduct an investigation using a preponderance of the evidence evidentiary standard. If applicable, the University may take your statement and statements from witnesses. In cases of alleged sex discrimination, both the complainant and the alleged perpetrator will have the opportunity to present witnesses and evidence. Where appropriate, the University may impose interim measures upon the filing of the claim such as restrictions on contact; course-schedule or work-schedule alteration; leaves of absence; or increased monitoring of certain areas of the location. These interim measures are subject to review and revision throughout the grievance process.
 3. Following receipt of the grievance, Purdue Global will complete its investigation within a reasonable time (generally 60 days) and provide written notice to you and all alleged responsible parties of the outcome of the investigation, the basis for its decision, and any remedies determined to be appropriate.
 4. If Purdue Global determines that discrimination has occurred, it will take all appropriate steps to prevent the recurrence of the discrimination and to correct the effects felt by you and others, if appropriate. Potential sanctions for individuals determined to have committed acts of discrimination include a written warning concerning the misconduct

and may result in disciplinary action up to and including immediate suspension and/or dismissal. Potential remedies may include disciplinary action against the perpetrator, requiring counseling for the perpetrator, remedies for the complainant and others, as well as changes to the school's overall services or policies.

5. You may also contact the U.S. Department of Education Office for Civil Rights at: Lyndon Baines Johnson Department of Education Building
400 Maryland Avenue, SW
Washington, DC 20202-1100
Tel: 800.421.3481
Fax: 202.453.6012
TDD: 800.877.8339

You may file a criminal complaint or a complaint with the Office for Civil Rights at any time before, during, or after the grievance process. You do not have to complete the Purdue Global grievance process before contacting the Office for Civil Rights. Students who feel they may have been the victim of discrimination are encouraged to contact the Purdue Global Title IX Coordinator for sources of counseling, advocacy, and support.

Jurisdiction

This procedure applies to sexual or gender-based harassment that is committed by students, faculty, staff, or third parties that occurs on Purdue Global property; or off Purdue Global property, if the conduct was in connection with a University or University recognized program or activity.

Confidentiality for Title IX Gender Discrimination Complaints

University staff that are aware of a Title IX gender discrimination complaint will take reasonable steps to protect the privacy of all involved. Once a complaint is filed, the Complainant, the Respondent, and any witnesses will be notified that disclosing information about the case may interfere with the investigation and they are expected to keep all information confidential. They also will be notified that University policy prohibits retaliation, and that school officials will not only take steps to prevent retaliation, but will also take strong responsive action if it occurs.

Upon filing a complaint, if the Complainant requests to remain anonymous, the Title IX Coordinator will determine how to proceed with the investigation while factoring in the University's obligation to provide a nondiscriminatory environment, and the Respondent's rights to have notice of any allegations. Anonymity may limit the effectiveness of an investigation, or may prevent it from moving forward. The Complainant will be informed of the Title IX Coordinator's determination in this situation.

Nothing in this procedure prohibits or limits your right to report complaints to any regulatory or legal enforcement body including the state or federal departments of education.

Retaliation

It is a violation of federal law and Purdue Global policy to retaliate against any person making a complaint of discrimination or against any person participating in the investigation of any such allegation. Retaliation should be reported promptly to the Title IX Coordinator.

Retaliation is grounds for disciplinary action.

Definitions

Sexual Harassment is unwelcome conduct of a sexual nature, such as unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature.

Sexual Violence is a form of sexual harassment and refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent (e.g., due to the student's age or use of drugs or alcohol, or because an intellectual or other disability prevents the student from having the capacity to give consent). A number of different acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, sexual abuse, and sexual coercion.

Gender-based Harassment is another form of sex-based harassment and refers to unwelcome conduct based on an individual's actual or perceived sex, including harassment based on gender identity or nonconformity with sex stereotypes, and not necessarily involving conduct of a sexual nature.

Purdue Global prohibits sex-based harassment by peers, employees, or third parties that is sufficiently serious to deny or limit a student's ability to participate in or benefit from the recipient's education programs and activities (i.e., creates a hostile environment).

Harassing conduct may take many forms, including verbal acts and name-calling, as well as nonverbal behavior, such as graphic and written statements, or conduct that is physically threatening, harmful, or humiliating. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment, particularly if the conduct is physical. Indeed, a single or isolated incident of sexual violence may create a hostile environment.