NOTICE OF NON-DISCRIMINATION

As a religious institution, Criswell is permitted by Title IX to discriminate on the basis of religion. We have requested particular exemptions from Title IX requirements so that we can faithfully follow the Biblical values regarding sexuality as articulated in our Articles of Faith, Bylaws, and policies. Apart from a limited number of exceptions, Criswell does not discriminate on the basis of protected classifications, as described in our notices of non-discrimination below.

STUDENTS

Criswell College admits students who are Christians of good character, without regard or reference to race, national or ethnic origin, color, age, disability, or sex (except where regard to sex is required by the College's religious tenets regarding gender and sexuality) to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of these classifications in administration of its educational policies, admissions policies, scholarship and loan programs, and other school-administered programs.

EMPLOYEES

Employment at Criswell College is open to qualified individuals who are Christians of good character, without regard or reference to race, national or ethnic origin, color, age, disability, or sex (except where regard to sex is required by the College's religious tenets regarding gender and sexuality). All prospective and current employees must affirm the College's mission statement and be willing to conduct their lives in conformity with the College's Articles of Faith and the College's definitions of and commitment to ethical and moral integrity.

ADDITIONAL RESOURCES

For additional resources you can visit Criswell's Title IX webpage at

CRISWELL.EDU/TITLEIX

EST. 1970

4010 GASTON AVENUE
DALLAS, TX 75246
PHONE: 800.899.0012

TITLE IX

ADDRESSING SEXUAL HARASSMENT AND SEXUAL VIOLENCE

CRISWELL COLLEGE

CRISWELL.EDU

UNDERSTANDING TITLE IX

Title IX of the Education Amendments of 1972 is a federal law that prohibits sex discrimination in educational programs and activities. Sexual harassment is a form of sex-based discrimination prohibited by Title IX.

WHAT IS SEXUAL HARASSMENT?

Sexual harassment includes any actions or words that produce a hostile work or learning environment. While we often think of sexual harassment in a narrow sense it actually encompasses a broad range of offenses, including acts of sexual violence.

It is important to know that sexual harassment can take different forms, including:

- **Verbal** - Sexual innuendos, suggestive comments, jokes of a sexual nature, sexual propositions, threats, etc.
- **Non-verbal** - Sexually suggestive objects or pictures, graphic commentaries, suggestive or insulting sounds, leering, whistling, obscene gestures, etc.
- **Physical** - Unwanted physical contact, including touching, pinching, brushing the body, and/or coerced sexual intercourse or contact, assault, etc.

WHAT IS SEXUAL VIOLENCE?

Sexual violence is a form of sexual harassment which includes conduct that is criminal. There are many types of sexual violence, including but not limited to:

- Rape
- Sexual coercion
- Dating violence
- Sexual assault or battery
- Unwanted touching
- Stalking

Criswell does not tolerate harassment in any form on its campus. This applies to all members of the College community, including trustees, faculty, staff, students, volunteers, vendors, and visitors.

HOW TO REPORT SEXUAL HARASSMENT

The easiest way to report an instance of sexual harassment is on the college's website at criswell.edu/TitleIX, where you have the option to either self-report the incident or report it anonymously. You can also contact the college's Title IX coordinator or one of the designated campus contacts (listed to the right) who will put you in contact with our Title IX coordinator.

We take sexual harassment seriously and have taken steps both to prevent and address these issues on our campus by creating a policy to properly respond to incidences of sexual harassment. Our trained Title IX Coordinators and campus contacts are available to help you if you experience or witness sexual harassment. The Title IX Coordinators are responsible for:

- Overseeing all Title IX complaints and investigations
- Coordinating training, education, and communication pertaining to Title IX
- Being available to meet with students and employees to provide support and answer questions

Although it is our hope that no such incident will ever occur, we strongly encourage you to notify us if you experience or witness sexual harassment. Even if you are unsure that what you have experienced or witnessed constitutes sexual harassment, we encourage you to report it.

OUR PROMISE TO YOU

- We'll investigate all complaints in a prompt, fair, and impartial manner
- We'll take steps to prevent the recurrence of any further harassment
- We'll allow all parties involved to present witnesses and evidence
- We'll take steps to prevent retaliation against parties involved in an investigation
- We'll notify all parties of the outcome of the complaint

In the case of an emergency, contact 9-1-1 immediately.

Title IX Coordinator
Russell Marriott
rmarriott@criswell.edu
214.818.1318
First Floor, Financial Aid Suite

Secondary Title IX Coordinator
Daisy Reynolds
dreynolds@criswell.edu
214.818.1360
First Floor, President's Suite

Additional Campus Contacts

Campus Police:
Brad Corder
Chief of Police
214.818.1333

Student Services:
Hayden Moore
Director of Student Services
214.818.1345

Counseling:
Steve Hunter
Professor of
Counseling & Psychology
214.818.1371

Human Resources:
Martha Batts
Director of Human Resources
214.818.1317

Dean of Students:
Dr. Jeff Campbell
214.818.1307

CRISWELL COLLEGE