

SEXUAL MISCONDUCT POLICY

Approved by Administrative Council 6/25/18

Effective date 7/01/18

Roseman University is committed to ensuring the safety of all members of the university community. Sexual misconduct violates University standards and it will not be tolerated. Roseman University prohibits all forms of sexual misconduct, to include domestic violence, dating violence, sexual assault, stalking and sexual harassment. The University's sexual misconduct policy outlines a process for those individuals who believe they have been subjected to sexual misconduct.

The University shall maintain a working and educational environment that is safe from all forms of discrimination, including sexual harassment. The University is fully committed to equal opportunity employment decisions and educational programs and activities, in compliance with all applicable Federal and State laws and including appropriate affirmative action efforts for all individuals without regards to race, color, national origin, religion, sex, disability, age, Vietnam Era Veteran's status, or sexual orientation, including heterosexuality, homosexuality, bisexuality, gender identity and gender expression. Violating this policy shall not be tolerated. Roseman University prohibits any form of sexual harassment of its students or its employees in the University workplace by any person.

This policy applies to all Roseman University students and employees, regardless of gender or sexual orientation. An individual is considered to be a student enrolled in the University from the time he/she attends the first day of orientation or the first day of class, including breaks, as outlined by an academic program's academic calendar, until graduation, official withdrawal, leave of absence, suspension, or termination.

Any student or employee that violates this policy shall be subject to disciplinary action, which may include, but is not limited to, warning, probation, suspension or termination. The University prohibits retaliation against individuals who, in good faith, report violations of the University's sexual misconduct policy and/or who participate in an investigation of such violations.

A student has the right to report sexual misconduct to civil and/or criminal authorities. The University will take appropriate action regardless of other possible or actual civil or criminal proceedings associated with the alleged misconduct. The University's process for handling allegations of sexual misconduct may be carried out prior to, simultaneously, or following civil or criminal proceedings.

The University's notice of non-discrimination, the employee(s) designated by the University to comply with and carry out the its responsibilities under Title IX, and the grievance procedures to provide for the prompt and equitable resolution of student and employee sex discrimination complaints can be found on the University's website, <http://www.roseman.edu/students/registrar/university-policies/>. A written copy of these policies can also be obtained by emailing studentsvs@roseman.edu.