

Discrimination and harassment

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Purpose

The purpose of this Discrimination and Harassment Policy ("Policy") is to ensure compliance with applicable federal and state laws prohibiting unlawful discrimination and harassment and to foster Lynn University's commitment to providing an educational and working environment free from unlawful discrimination and harassment.

Policy

I. Notice of Non-Discrimination

Lynn University is committed to a work, academic, and residential environment in which all individuals are treated with respect and dignity. Each individual has the right to work, study, and live in a professional, academic, and residential atmosphere that promotes equal employment and educational opportunities and prohibits discriminatory practices, including harassment, on the basis of race, color, religion, sex, sexual orientation, sexual identity, gender, gender expression or gender identity, age, national origin, ancestry, citizenship, disability, pregnancy, genetic disposition, veteran or military status, marital status, familial status or any other legally protected characteristic in accordance with federal and applicable state law ("protected characteristics"). Lynn University's prohibition against discriminatory conduct applies to all employees, students, and independent contractors, vendors, and others doing business with Lynn University. Furthermore, it prohibits unlawful discrimination in any form, including verbal, physical, and visual harassment. It also prohibits retaliation of any kind against individuals who file complaints or who assist in a Lynn University investigation.

Lynn University takes positive action to ensure that students and employees are treated in compliance with applicable laws and regulations governing non-discrimination. It is therefore a violation of Lynn University policy to discriminate in the provision of educational or employment opportunities, benefits, programs, activities, or privileges; to create discriminatory work or academic conditions; or to use discriminatory evaluative standards in employment or educational settings if the basis of that discriminatory treatment is, in whole or part, protected characteristics as described above.

II. Applicable Laws

The University complies with all applicable state and federal laws prohibiting unlawful discrimination and harassment, including, but not limited to:

- Titles VI and VII of the Civil Rights Act of 1964;
- Title IX of the Educational Amendments of 1972;

- Section 504 of the Rehabilitation Act of 1973;
- The Americans with Disabilities Act of 1990;
- The Florida Civil Rights Act;
- The Florida Minimum Wage Act;
- The Pregnancy Discrimination Act;
- The Equal Pay Act of 1963 (EPA);
- The Age Discrimination in Employment Act of 1967 (ADEA);
- The Age Discrimination Act of 1975;
- Titles I and V of the Americans with Disabilities Act of 1990 (ADAAA);
- Sections 102 and 103 of the Civil Rights Act of 1991;
- Sections 501 and 505 of the Rehabilitation Act of 1973;
- The Genetic Information Nondiscrimination Act of 2008 (GINA);
- The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended;
- The Violence Against Women Act (VAWA) and
- Any other applicable federal, state, or local law addressing nondiscrimination and/or equal employment opportunity.

The following offices have been designated to address inquiries regarding the university's compliance with these laws:

- Inquiries concerning discrimination and harassment impacting or perpetrated by students in any form may be referred to the Office of Student Conduct and Community Standards. Representatives from the Office of Student Conduct and Community Standards are trained to receive reports of discrimination and harassment and will review and resolve alleged acts of discrimination and harassment perpetrated by or against students under the Student Code of Conduct and Conduct Review Procedures. The Office of Student Conduct and Community Standards may be contacted by phone at 561-237-7215 or by email at lamatthews@lynn.edu.
- Inquiries concerning discrimination and harassment impacted or perpetrated by employees in any form may be referred to Employee Services. Representatives from Employee Services are trained to receive reports of discrimination and harassment and will review and resolve alleged acts of discrimination and harassment perpetrated by or against employees under the Discrimination and

Harassment Policy for Complaints Against Employees. Employee Services may be contacted by phone at +1 561-237-7915 or by email at eservices@lynn.edu.

- Inquiries concerning nondiscrimination and harassment in any form may be referred to the Office of Compliance. Representatives from the Office of Compliance are trained to receive reports of discrimination and harassment and will coordinate with designated campus offices and departments to resolve complaints raised under University's nondiscrimination policies. The Office of Compliance is located in the in the Green Center, 3601 North Military Trail, Boca Raton, Florida, 33431 and may be contacted by phone at 561-237-7727 or by email at compliance@lynn.edu.

Please note that complaints regarding the provision of ADA related accessibility accommodations for students should be made under the University's ADAAA Grievance Procedure or directly to the ADA Specialist.

III. External Complaints

The availability and use of the university's Complaint Procedure does not prevent a member of the university community from filing a complaint of discrimination or harassment with the following external agencies:

U.S. Equal Employment Opportunity Commission Miami Tower

100 SE 2nd Street, Suite 1500
Miami FL 33131
+1 800-669-4000

Note: The statute of limitations for most claims with the EEOC is set at 300 days from last date of discrimination.

United States Department of Education, Office for Civil Rights

Atlanta Office
61 Forsyth St. S.W., Suite 19T10
Atlanta, GA 30303-8927
Telephone: 404-974-9406
FAX: 404-974-9471
TDD: 800-877-8339
Email: OCR.Atlanta@ed.gov

U.S. Department of Education, Office for Civil Rights

Lyndon Baines Johnson Department of Education Bldg
400 Maryland Avenue, SW
Washington, DC 20202-1100
Telephone: 800-421-3481

FAX: 202-453-6012
TDD: 800-877-8339
Email: OCR@ed.gov

Note: The statute of limitations for most claims filed with OCR is set at 180 days from the last date of discrimination. OCR may extend this filing deadline in a variety of circumstances. Title IX, which prohibits sex discrimination and sexual harassment (including sexual violence), is enforced by OCR and may apply to both student and employment matters. Depending on the claim filed, OCR may handle complaints filed by employees or refer them to the EEOC.

Florida Commission on Human Relations

2009 Appalachee Parkway, Suite 100
Tallahassee, FL 32301
Phone: +1 (850) 488-7082
Toll-Free: +1 (800) 342-8170
Fax: +1 (850) 488-5291

Note: The statute of limitations for most claims filed with the Florida Commission on Human Relations is set at 365 days from last date of discrimination.

For more information about this policy, contact the [Office of Compliance](#).

Policy updated on: Oct. 22, 2020