



# Non-Discrimination and Anti-Harassment Policy



# Overview

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- ❑ Salus University's Non-Discrimination and Anti-Harassment Policy
  - Implements prohibition and procedures for reporting and adjudicating
    - Sexual discrimination
    - Sexual harassment
    - Sexual violence
    - Discriminatory harassment
  - Applies to the entire Salus community (students, faculty, staff, guests)
  
- ❑ Title IX
  - Federal Statute that protects people from discrimination based on sex
  - Applicable to education programs or activities that receive federal financial assistance
  - Amended effective August 14, 2020 to provide
    - “clear, predictable and effective guidance to assist schools in responding to incidents of sexual harassment by supporting survivors”
    - “a fair, transparent process for investigating and adjudicating sexual harassment matters”
  - Embodied in the Non-Discrimination and Anti-Harassment Policy

# Resources

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- ❑ Policy available at [salus.edu/about/university-policies/ethics-integrity-and-legal-compliance-policies](https://salus.edu/about/university-policies/ethics-integrity-and-legal-compliance-policies)
- ❑ “Responsible Persons”
  - These individuals MUST report incidents of which they become aware to the Title IX Coordinator
  - President’s Council (President, Provost, VP of Clinical Operations, VP for Finance, VP of Human Resources, VP of Institutional Advancement, Chief Information Officer, Dean of Student Affairs, Director of Communication) and Dean’s Council (Associate Provost, Dean of the Pennsylvania College of Optometry, Dean of the Osborne College of Audiology, Dean of the College of Health Sciences, Education and Rehabilitation)
  
  - Knowledge by responsible persons imputed to the institution
  - All other individuals encourage to report
  - CPPD counselors are recommended confidential resource for parties
- ❑ “Confidential Resources”
  - These individuals can discuss incidents with parties WITHOUT an obligation to report
  - Counselors of the [Center for Personal & Professional Development](#)
- ❑ Title IX Coordinator
  - Responsible for investigating all incidents
  - Chief of Staff and Counsel
    - Brian Zuckerman: 215-780-1281(o); 267-879-8597(c); bzuckerman@salus.edu