

What if the recipient retaliates against me for asserting my rights or filing a complaint?

Retaliation is strictly prohibited by Monmouth College as well as by Title IX. Retaliation is any action taken against any individual because that individual has, in good faith, reported or disclosed an alleged violation of this policy; or filed a complaint or otherwise participated in any manner, as a party or witness, in an investigation or proceeding relating to such allegations. Retaliation violates this policy even when the complaint at issue is ultimately found to lack merit, as long as the complaint was made in good faith. Acts of retaliation will result in disciplinary action independent of any sanction or interim measures imposed in response to the underlying allegations of discrimination/misconduct.

What is Monmouth College's Non-Discrimination Policy?

Monmouth College does not discriminate on the basis of race, religion, color, sex, national origin, ancestry, disability, age, military service, marital status, sexual orientation, pregnancy or other factors as prohibited by law.

Monmouth College admits students of any race, religion, color, sex, national or ethnic origin to all rights, privileges, programs, and activities generally accorded or made available to Monmouth students.

Monmouth College, an Equal Opportunity Employer, is committed to diversity and encourages applications from women and minority candidates.

To Review Relevant Policies and Information

<http://ou.monmouthcollege.edu/life/residence-life/scots-guide/harassment.aspx>

For Additional Information

This brochure has been developed to provide additional helpful information to the campus community. Any inquiries regarding Title VI or the College's Policy prohibiting Discrimination should be directed to the Title VI Coordinator identified below. The Coordinator will be available to meet with or talk to students, staff and faculty regarding issues related to Title VI and this policy.

Stephanie Kinkaid

Title VI Coordinator
Poling Hall, Room 21, Basement Level
309-457-2272
skinkaid@monmouthcollege.edu

An Additional Resource

Individuals may also contact the U.S. Department of Education's Office of Civil Rights for additional information.

Office for Civil Rights

U.S. Department of Education-Chicago Office
500 W Madison St., Suite 1475
Chicago, IL 60661-4544
312-730-1560
ocr@ed.gov



The Monmouth College Community

Threshold

"Fairness"

EQUAL OPPORTUNITY

A Guide to Your Rights and Campus Resources Regarding Title VI

Understanding Equality versus Equity

Equality is about sameness, it promotes fairness and justice by giving everyone the same thing. But, it can only work if everyone starts from the same place.

Equity, on the other hand, is about fairness, it's about making sure people get access to the same opportunities. Sometimes our differences and/or history, can create barriers to participation, so we must first ensure EQUITY before we can enjoy equality.

Title VI of the Civil Rights Act of 1964

Title VI was enacted as part of the landmark Civil Rights Act of 1964. It prohibits discrimination on the basis of race, color and national origin in programs and activities receiving federal financial assistance.

Monmouth College, as a recipient of federal financial assistance and under Title VI of the Civil Rights Act of 1964 and related statutes, ensures that no person shall on the grounds of race, color and national origin be excluded from participation in, be denied the benefits of or otherwise, be subjected to discrimination under any College programs or activities.



What discrimination is prohibited by Title VI?

Discrimination can be defined as "making a difference in treatment or to favor on a basis other than individual merit." Monmouth College is committed to creating awareness through training and other communication methods, investigating complaints and ensuring compliance across campus.

There are many forms of illegal discrimination based on race, color or national origin that can limit the opportunity of minorities to gain equal access to services and programs. Among other things, in operating a federally assisted program, a recipient cannot, on the basis of race, color or national origin, either directly or through contractual means:

- Deny program services, aids or benefits
- Provide a different service, aid or benefit, or provide services in a manner different than they are provided to others
- Segregate or separately treat individuals in any matter related to the receipt of any service, aid or benefit

What do I do if I feel that I've been discriminated against?

If you believe that you or others protected by Title VI have been discriminated against, contact Mohsin Masood, mohsin@monmouthcollege.edu to discuss the situation. Monmouth College is responsible for investigating complaints of discrimination on the basis of race, color or national origin.

Note: Any of the definitions used within this brochure are for use within Monmouth College. They may differ from technical definitions used in law.

To file a complaint please provide in writing the following information:

- Your name, address, telephone number and signature.
- The name and address of the program or department you believe discriminated against you.
- How, why and when you believe you were discriminated against and the names of those involved, if known. Include as much background information as possible about the alleged acts of discrimination.
- The names of any persons that the coordinator could contact for additional information to support or clarify your allegations.

What will Monmouth College do with my complaint?

Once a complaint is filed, it will be reviewed by the Title VI Coordinator to determine if the issues you have raised are valid under Title VI. The Title VI Coordinator will investigate your allegations and attempt to resolve any violations found.

"Simple justice requires that public funds, to which all taxpayers of all races [colors and national origins] contribute, not be spent in any fashion which encourages, entrenches, subsidizes or results in racial [color or national origin] discrimination."

- John F. Kennedy