



# University of Dallas Policy CRP

## CIVIL RIGHTS POLICY

1. **Purpose** – The University of Dallas is a Catholic university, with a vocation “dedicated to research, to teaching and to the education of students who freely associate with their teachers in a common love of knowledge.” (St. John Paul II, *Ex corde ecclesiae*, 1). The University recognizes that, in the words of the Catechism of the Catholic Church, all men and women are “created in the image of the one God and equally endowed with rational souls,” having “the same nature and the same origin.” (Catechism, 1934).
  - 1.1. The equality of men and women “rests essentially on their dignity, as persons and the rights that flow from it.” (Catechism, 1935). Unfortunately, while we were “created for freedom,” we also bear “the wound of original sin, which constantly draws man towards evil.” (St. John Paul II, *Centesimus annus*, 25). But, as Pope Leo XIII explains, “no man may with impunity outrage that human dignity which God Himself treats with great reverence.” (*Rerum novarum*, 40). That is why the Second Vatican Council reminded the world that, “with respect to the fundamental rights of the person, every type of discrimination, whether social or cultural, whether based on sex, race, color, social condition, language or religion, is to be overcome and eradicated as contrary to God’s intent.” (*Gaudium et spes*, 29).
  - 1.2. The responsibility to protect the rights of others does not fall, however, exclusively to the government. The University agrees with St. John Paul II that primary responsibility for protecting human rights belongs “to individuals and to the various groups and associations which make up society.” (*Centesimus annus*, 48). The responsibility to respect the dignity of others belongs to the University, and also to all who are members of this community. The University community should be animated by a spirit of freedom and charity and “characterized by mutual respect, sincere dialogue, and protection of the rights of individuals.” (*Ex corde ecclesiae*, 21).
  - 1.3. As part of its living out of the Catholic faith, the University of Dallas is committed to providing work, living, and learning environments free from discrimination, harassment, and retaliation. The University does not tolerate conduct that is inconsistent with this commitment. This Civil Rights Policy represents the policy of the University of Dallas, and is also

in fulfillment of its duties under federal and state law, including, but not limited to, Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments Act of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act, and their accompanying administrative regulations.

2. **Related Definitions** – Relevant terms for implementation of this Policy are set forth in University Policy CRT – Civil Rights Policy – Relevant Terms.
3. **Implementing Policies and Procedures** – The President of the University has the authority to adopt policies and procedures implementing this Policy.
4. **Discrimination Prohibited** – The University will not discriminate against any Employee, applicant for employment, Student or applicant for admission on the basis of race, ethnicity, national origin, sex, pregnancy, disability, veteran status, age, or religion, or any other protected category under applicable federal, state or local law, except as otherwise permitted by law.
  - 4.1. Discriminatory behavior based on a protected category that is specifically prohibited under this Policy includes, but is not limited to, Harassment and Retaliation, as defined in University Policy CRT (Civil Rights Policy – Relevant Terms).
  - 4.2. Discriminatory behavior based on sex that is specifically prohibited under this policy includes, but is not limited to, Non-Title IX Sexual Harassment, Title IX Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, Stalking and Sexual Exploitation as defined in University Policy CRT (Civil Rights Policy – Relevant Terms).
5. **Scope** –
  - 5.1. **University Community** – Any member of the University community who acts to deny, deprive, or limit educational opportunities, employment, residential or social access, benefits or opportunities of any member of the campus community, guests or visitors on the basis of their actual or perceived membership in any protected category is in violation of this Policy and may be subject to appropriate sanctions in accordance with related University Policy.
    - 5.1.1. The University takes reports of violations of the University Civil Rights Policy very seriously and will not tolerate Retaliation against those who make reports or participate in the investigation or adjudication process.
    - 5.1.2. Any actual or threatened Retaliation, or any act of intimidation to prevent or otherwise obstruct the reporting of a violation of the University Civil Rights Policy or the participation in proceedings

related to a report of such violations, may be considered a separate violation of the University Civil Rights Policy and may result in disciplinary sanctions.

- 52. **Campus Visitors and Guests** – Visitors and guests who are not subject to the authority of the University who engage in discriminatory or retaliatory conduct as prohibited by this Policy may be removed from campus with future access denied.
- 53. **Vendors** – All vendors serving the University through third-party contracts are subject by those contracts to the policies and procedures of their employers, or to these policies and procedures, if their employer has agreed to be bound. Vendors and/or employees of vendors may be denied future access to the campus for violation of this Policy.
- 6. **Disability Accommodations** – The University will provide reasonable accommodations to qualified individuals with disabilities in order to provide meaningful access to the programs and activities of the University.
- 7. **Sanctions** – Violations of this Civil Rights Policy are subject to disciplinary sanctions, including, but not limited to:
  - 71. **For Students** – oral or written warning, probation, suspension, expulsion, withholding diploma, revocation of degree, organizational sanctions, or other sanctions as deemed appropriate.
  - 72. **For Employees** – oral or written warning, performance improvement/management process, required counseling, required training or education, probation, loss of annual pay increase, loss of oversight or supervisory responsibility, demotion, suspension with or without pay, termination, or other sanctions as deemed appropriate.
- 8. **Related Policies** – Implementation of this Civil Rights Policy is accomplished through the following approved University policies, as well as through such implementing policies and procedures as are approved by the President pursuant to these University policies:

Policy CRT	Civil Rights Policy – Relevant Terms
Policy CRR	Civil Rights Policy – Protocol for Reporting
Policy CRI	Civil Rights Policy – Protocol for Responding
Policy CRS	Civil Rights Policy – Supportive Measures

9. **Conflicts** – In the event of a conflict between this Policy or its Related Policies and any previously adopted University policy or Handbook, this Policy and its Related Policies shall govern. In the event of a conflict between this Policy or its Related Policies and any subsequently adopted University policy or Handbook, this Policy and its Related Policies shall govern unless this Policy or its Related Policies is explicitly amended.

9.1. **Protection of Academic and Religious Freedom** – Nothing in this Policy or any related policies shall abridge academic freedom or the University’s Catholic mission. The University of Dallas, being both a University and Catholic, is “both a community of scholars representing various branches of human knowledge, and an academic institution in which Catholicism is vitally present and operative.” (*Ex corde ecclesiae*, 14).

9.1.1. Prohibitions against discrimination and discriminatory harassment do not extend to actions, statements or written materials that are relevant and appropriately related to course subject matter or academic debate.

9.1.2. The University preserves its authority to exercise religious freedom and to remain faithful to its Catholic mission and *Ex corde ecclesiae* in those areas that may be inconsistent with this policy. The University recognizes that the exercise of religious freedom involves faith as a belief, as well as the active living out of that faith through conduct. Moreover, the University recognizes that the source and synthesis of other rights is religious freedom, “understood as the right to live in the truth of one’s faith and in conformity with one’s transcendent dignity as a person.” (*Centesimus annus*, 47).

<b>Principle Owner:</b>	
<b>Related Policies:</b>	CRT – Civil Rights Policy – Relevant Terms CRR – Civil Rights Policy – Protocol for Reporting CRI – Civil Rights Policy – Protocol for Responding CRS – Civil Rights Policy – Supportive Measures
<b>Dates of UPC Review:</b>	
<b>Dates of General Counsel Approval:</b>	
<b>Adoption History:</b>	Approved by Board of Trustees