



Office of Diversity, Equity & Inclusion

1255 N. Torrey Pines Rd., La Jolla CA 92037
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Equal Opportunity, Harassment and Nondiscrimination Policy

This Policy is effective August 14, 2020. On May 6, 2020, the United States Department of Education released new Title IX regulations, effective August 14, 2020 (the “2020 Title IX Regulations”). The new 2020 Federal Title IX Regulations require modification of this policy. However, there are several lawsuits pending which seek to stay, delay or block implementation of some or all of the provisions in the 2020 Title IX Regulations. Should a court delay, stay or strike down, either temporarily or permanently, any portion of the 2020 Title IX Regulations, the University will make any necessary modifications to this Policy, which will become effective immediately. If a court delays implementation of or strikes down all of the regulations, the University may revert back or retain the previous version of this Policy.

National University adheres to all federal, state, and local civil rights laws prohibiting discrimination in employment and education. National University does not discriminate in its admissions practices except as permitted by law, in its employment practices, or in its educational programs or activities on the basis of race/ethnicity/national origin, religion, sex/gender, color, pregnancy/parenting, citizenship status, physical or mental disability, medical condition, age, marital/domestic partner status, sexual orientation, gender identity/characteristics, gender expression, veteran or military status, domestic violence victim status or any other protected category under applicable local, state, or federal law, including protections for those opposing discrimination or participating in any grievance process on campus, with the Equal Employment Opportunity Commission, or other human rights agencies.

As a recipient of federal financial assistance for education activities, National University is required by Title IX of the Education Amendments of 1972 to ensure that all of its education programs and activities do not discriminate on the basis of sex.

National University also prohibits retaliation against any person opposing discrimination or participating in any discrimination investigation or complaint process internal or external to the institution. Sexual harassment, sexual assault, dating and domestic violence, and stalking are forms of sex discrimination, which are prohibited under Title IX and by National University policy.

Any member of the campus community, guest, or visitor who acts to deny, deprive, or limit the educational, employment, residential, or social access, opportunities and/or benefits of any member of the National University community on the basis of a protected category is in violation of the Equal Opportunity, Harassment and Nondiscrimination policy.

Any person may report discrimination (whether or not the person reporting is the person alleged to have experienced the conduct), in person, by mail, by telephone, by video, or by email, using the contact information listed for the Title IX Coordinator (below). A report may be made at any time (including during non-business hours) by online via the reporting tool found at www.nu.edu/reportit.

Questions regarding Title IX, including its application and/or concerns about noncompliance, should be directed to the Title IX Coordinator. For specific questions or more information, please visit <https://www.nu.edu/title-ix/policies/> or contact the Title IX Coordinator.

Individuals who believe they have experienced discrimination, harassment, and/or retaliation in violation of National University policy should contact the following:

Title IX Coordinator

Heather M. Tyrrell
 Institutional Equity Officer
 11255 North Torrey Pines Road
 Telephone: (858) 642-8087
 Cell: (619) 457-3332
 Email: htyrrell@nu.edu

A person may also file a complaint with the appropriate federal, state, or local agency within the time frame required by law. Depending upon the nature of the complaint, the appropriate agency may be the federal Equal Employment Opportunity Commission (EEOC), Office for Civil Rights (OCR) of the U.S. Department of Education, the Department of Justice, and/or the California Department of Fair Employment and Housing (DFEH).

- **San Francisco Office**
Office for Civil Rights
 U.S. Department of Education
 50 United Nations Plaza
 Mail Box 1200, Room 1545
 San Francisco, CA 94102
 Telephone: 415-486-5555
 FAX: 415-486-5570; TDD: 800-877-8339
 Email: ocr.sanfrancisco@ed.gov

- **Assistant Secretary for Civil Rights**
Office for Civil Rights, National Headquarters
 U.S. Department of Education
 Lyndon Baines Johnson Dept. of Education Building
 400 Maryland Avenue, SW
 Washington, DC 20202-1100
 Telephone: 800-421-3481
 Fax: 202-453-6012; TDD: 800-877-8339
 Email: OCR@ed.gov

For complaints involving employees:

[Equal Employment Opportunity Commission \(EEOC\)](#) ³
[California Department of Fair Employment and Housing \(DFEH\)](#)

All alleged violation(s) of this anti-discrimination policy reported to an Official with Authority will be addressed through the appropriate resolution process determined by the Title IX Coordinator. A detailed copy of the University's policy and procedures can be requested by emailing odei@nu.edu.

Within any resolution process related to this policy, National University provides reasonable accommodations to persons with disabilities and religious accommodations, when that accommodation is consistent with state and federal law.

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