

2025-
2026

Elizabethtown College Bias Discrimination

Written Notification of Resources

Gabrielle Reed

Civil Rights and Title IX Coordinator

717-361-3727 | reedg@etown.edu | 210 Baugher Student Center (BSC)

Link to Additional Information about Sexual Misconduct: www.etown.edu/offices/titleix/index.aspx

RESOURCES

ON-Campus:

Civil Rights & Title IX Coordinator

Gabrielle Reed
reedg@etown.edu
(717) 361-3727
BSC 210

Deputy Coordinator of Civil Rights & Title IX

Jennifer Frey
freyjennifer@etown.edu
(717) 361-3159
Thompson 100

Director, Campus Safety

Gerald Kelley
kelleyg@etown.edu
(717) 361-1264

Vice President of Student Life and Dean of Students

Nichole Gonzalez
gonzaleznichole@etown.edu
(717) 361-1179
BSC 257

Coordinator of Disability Services

Dr. Michele Moohr
moohr@etown.edu
(717) 361-1227
BSC 232

Health Educator

Joni Eisenhauer
eisenhauerj@etown.edu
(717) 361-1123
Bowers Wellness Center 21

Human Resources

Ann Eckert
eckertann@etown.edu
(717) 361-1395
Myer 2200

On-Campus – College Health:

Penn Medicine Elizabethtown College

717-588-1059
530 East Cedar Street (*Building across from Ober Hall*)
Elizabethtown, PA 17022

On-Campus – Confidential:

Chaplain

Amy Shorner-Johnson
shornera@etown.edu
(717) 361-1260
BSC 254

Counseling Services

(717) 361-1405 until 5:00pm
weekdays
Or call Campus Safety after hours.

Off-Campus Support:

PA Human Relations Commission –

Civil Rights Enforcement
717-787-4410
<https://www.pa.gov/agencies/phrc.html>
333 Market St 8th floor, Harrisburg,
PA 17126

Anti-Defamation League (ADL)

215-568-2223
www.adl.org
8 Penn Center, Suite 900, 1628, John F Kennedy
Blvd, Philadelphia, PA 19103

Lancaster General

<https://www.lancastergeneralhealth.org/>
24-hour switch board: (717) 544-5511
555 N. Duke St. Lancaster, PA 17602

Penn State Hershey Medical Center
500 University Dr., Hershey PA
800-243-1455

**Penn State Medical Group
Elizabethtown**
1 Continental Dr., Elizabethtown, PA
17022
(717) 361- 0666 (daytime hours only)

**UPMC Pinnacle Harrisburg
Campus**
111 N. Front St., Harrisburg, PA
17101
(717) 782- 3131

Elizabethtown Police
(717) 367-6540 or 911
600 South Hanover St. Elizabethtown,
PA

**U.S. Department of Education –
Office for Civil Rights (OCR)**
Toll-Free: 1-800-421-3481
Email: ocr@ed.gov
www.ed.gov/ocr

**NAACP Legal Defense and
Educational Fund**
1-800-221-7822
www.naacpldf.org

**Asian Americans Advancing Justice
– AAJC**
1-844-202-0296
www.advancingjustice-aaajc.org

The Trevor Project
24/7 Hotline: 1-866-488-7386
Text “START” to 678-678
www.thetrevorproject.org

Crisis Text Line
Text “HOME” to 741741 (24/7
support)
www.crisistextline.org

Disclaimer

*This document is **not** the official Elizabethtown College Bias- Related Harassment and Discrimination Policies and Procedures. The information contained here is provided as a quick-reference guide and is not a substitute for the full policies and procedures outlined in the Student Handbook, Code of Conduct, Faculty Handbook, Employee Handbook, or other institutional policy documents. While excerpts may be included for ease of access, individuals should consult the official handbooks for complete and current policies and procedures.*

DOCUMENTING INCIDENTS AND PRESERVING EVIDENCE

In cases of discrimination, harassment, or bias based on race, color, or national origin, individuals are encouraged to preserve any documentation that may support their report or assist with institutional response, support measures, or external complaints. You are not required to file a formal complaint or report immediately. However, saving evidence ensures that these options remain available in the future.

To properly preserve documentation:

- Save any written or electronic communications, such as emails, text messages, social media posts, or chat logs.
- Take screenshots of digital communications and preserve original formats where possible.
- Maintain a written log of incidents including dates, times, witnesses, and any verbal statements or behaviors experienced.
- Keep any physical evidence, such as discriminatory flyers, vandalism, or offensive materials, in a safe location. Photographs of such materials or locations can also be helpful.

If you feel unsafe or threatened, you are encouraged to contact Campus Safety or local law enforcement. You have the right to report, and the right not to report, to law enforcement.

For immediate support or safety concerns:

- **Elizabethtown Police Department** – Dial 911
- **Campus Safety (24/7 Emergency Hotline)** – 717-361-1111

MEDICAL CENTERS

Penn Medicine Elizabethtown College

530 East Cedar Street, Elizabethtown, PA 17022
Phone: 717-588-1059

Penn Medicine – Elizabethtown College Medical Center provides accessible and student-centered health services. Students have access to same-day or next-day appointments, free commonly prescribed medications, and virtual visits with a provider at no cost. Students may select this location as their primary care provider or use it on an as-needed basis while maintaining care with their existing doctor.

Lancaster General Hospital

Emergency Room

555 N. Duke St., Lancaster, PA 17602

Phone: 717-544-5511

Lancaster General Hospital provides comprehensive emergency medical services for all individuals. Students should feel empowered to seek care at the medical facility that best meets their needs. Staff at Lancaster General are trained to provide respectful, patient-centered treatment, and the hospital works in collaboration with advocacy organizations to promote inclusive care.

If you are experiencing stress-related symptoms, physical health concerns, or would like to speak with a medical professional after experiencing a bias or discrimination-related incident, you are encouraged to access care at any of the facilities listed below.

Penn State Hershey Medical Center

Emergency Room

500 University Drive, Hershey, PA 17033

Phone: 800-243-1455

Penn State Hershey Medical Center offers high-quality medical care and support. Their team includes specialists who work across a wide range of disciplines to meet the needs of diverse populations. While this facility does not fall within Lancaster County jurisdiction, it is available to all students in need of emergency or follow-up care.

Ongoing Support

In a crisis, please get help immediately. Students can access free, confidential counseling on-campus and off-campus.

On-Campus Ongoing Support

ELIZABETHTOWN COLLEGE COUNSELING SERVICES

Baughner Student Center (BSC) 216

717-361-1405 (during business hours)

717-361-1111 (emergency after hours counseling)

The Counseling Services staff have extensive experience in college counseling and is committed to providing high quality services in a safe, confidential and non-judgmental atmosphere. All services are free of charge for full-time, traditional program students. If you wish to speak confidentially with a College counselor after business hours and prefer not to disclose any information about yourself or the incident to Campus Safety or other College personnel, please call 717-361-1111 and request to speak with a confidential counselor. The Counselor-on-Call will respond to you directly, and if requested, will come meet with you in a confidential campus location or meet you at a local hospital. Staff Counselors are not required to disclose any information about a report of Bias Harassment or Discrimination to the Civil Rights and Title IX Coordinator or any other College official without your permission.

COLLEGE CHAPLAIN

Baughner Student Center (BSC 254) 717-361-1260

The College Chaplain is available during regular College business hours for confidential consultation and pastoral care. They respond to those from all religions and those from non-religious backgrounds, providing support in times of difficulty, listening with an open heart, and seeking possible ways to think about the big questions of meaning and purpose that often arise in times of great joy or tragedy. The College Chaplain is not required to disclose any information about a report of Bias Harassment or Discrimination to the Title IX Coordinator or any other College official without your permission.

Off-Campus – Non-Medical, Ongoing Support

Pennsylvania Human Relations Commission (PHRC)

333 Market Street, 8th Floor, Harrisburg, PA 17126

Phone: 717-787-4410

Website: www.phrc.pa.gov

The Pennsylvania Human Relations Commission (PHRC) enforces state anti-discrimination laws and investigates complaints related to race, color, national origin, religion, and other protected categories. PHRC provides free assistance to individuals who believe they have been subjected to discrimination in education, housing, employment, or public accommodations. PHRC can help individuals file formal complaints, facilitate mediation, and connect them to state or local advocacy resources.

U.S. Department of Education – Office for Civil Rights (OCR)

400 Maryland Avenue, SW, Washington, D.C. 20202
Phone: 1-800-421-3481 | Email: ocr@ed.gov
Website: www.ed.gov/ocr

The Office for Civil Rights (OCR) enforces federal civil rights laws in schools, colleges, and universities receiving federal funds. OCR investigates allegations of discrimination based on race, color, or national origin under Title VI of the Civil Rights Act. Students, parents, or employees may file a complaint with OCR if they believe their rights have been violated. OCR provides technical assistance, formal investigations, and resolution agreements when necessary.

NAACP Legal Defense and Educational Fund

40 Rector Street, 5th Floor, New York, NY 10006
Phone: 1-800-221-7822
Website: www.naacpldf.org

The NAACP Legal Defense Fund is a leading civil rights law organization that provides legal advocacy and support in cases involving racial discrimination, particularly in education, voting rights, and criminal justice. Individuals may contact the Legal Defense Fund for information about their civil rights, support in addressing systemic racism, or help navigating discrimination complaints in schools or public systems.

Asian Americans Advancing Justice – AAJC

1620 L Street NW, Suite 1050, Washington, DC 20036
Helpline: 1-844-202-0296 (English, Chinese, Korean, Vietnamese)
Website: www.advancingjustice-aajc.org

Advancing Justice—AAJC supports individuals who have experienced discrimination, hate incidents, or civil rights violations related to race or national origin. Their multilingual helpline provides culturally responsive support, education, and guidance in navigating local, state, and federal complaint systems. They also offer legal referrals and advocacy support, particularly for immigrants and Asian American communities.

Anti-Defamation League (ADL) – Philadelphia Regional Office

Phone: 215-568-2223

Report an Incident: www.adl.org/reportincident

Website: www.adl.org

The Anti-Defamation League tracks and responds to incidents of bias, hate, and discrimination, including antisemitism and racism. ADL provides resources for those impacted by hate incidents, including legal referrals, education, and civil rights advocacy. Reports submitted through their incident portal are reviewed and can be used to support policy change, raise awareness, or connect individuals to needed support services.

The Trevor Project

24/7 Crisis Line: **1-866-488-7386**

Text: **Text “START” to 678-678**

Website: www.thetrevorproject.org

The Trevor Project provides 24/7 crisis support, counseling, and suicide prevention services to LGBTQ+ youth, including those facing discrimination or harassment based on race, national origin, or intersectional identities. Trained counselors offer confidential emotional support through phone, chat, and text. The Trevor Project also provides resources for building resilience and navigating identity-based challenges in schools, homes, and communities.

Crisis Text Line

24/7 Text Support: **Text “HOME” to 741741**

Website: www.crisistextline.org

Crisis Text Line offers free, 24/7 confidential support by text message to anyone in emotional distress, including those experiencing racism, xenophobia, or other forms of discrimination. Individuals are connected with trained crisis counselors who can help de-escalate, validate their experiences, and connect them to further mental health or advocacy resources.

CIVIL RIGHTS AND TITLE IX COORDINATOR

Gabrielle Reed – Civil Rights and Title IX Coordinator

Office Address: BSC 210

Email: reedg@etown.edu

Telephone Number: 717-361-3727

The Civil Rights and Title IX Coordinator oversees Elizabethtown College's response to reports of bias-related harassment and discrimination, ensuring the College maintains a safe and inclusive environment for all community members. This includes managing relevant policies, and supporting the implementation of procedures that address reports of protected-class-based misconduct. The Coordinator's responsibilities include: (1) receiving and responding to reports of conduct that may violate institutional policy; (2) coordinating the implementation of supportive measures for impacted individuals; (3) designating investigators, facilitators, and decision-makers to carry out formal or informal resolution processes; (4) ensuring that appropriate technology and administrative resources are available for hearings or related procedures; (5) implementing remedies or disciplinary actions following findings of policy violations; and (6) maintaining required records related to these processes.

The Coordinator may, in some instances, serve as an investigator, but will not act as a decision-maker during hearing or appeal processes. The Coordinator, or the Coordinator's designee, may carry out any response, action, initiative, or project outlined in this policy.

SUPPORTIVE MEASURES

Please contact Civil Rights and Title IX Coordinator to receive accommodations or supportive measures.

Supportive Measures are available with or without the filing of a Formal Complaint. Promptly after receipt of a Report, the Civil Rights and Title IX Coordinator will contact the Complainant to discuss the availability of Supportive Measures. The Civil Rights and Title IX Coordinator will also contact a Respondent to offer Supportive Measures promptly after a Formal Complaint is filed, whether or not a Formal Complaint Process actually proceeds. In determining the Supportive Measures to be provided, the Title IX Coordinator will make an individualized determination, considering the Complainant's wishes and other relevant factors, of the non-disciplinary, non-punitive measures that will be provided to the Complainant and Respondent to restore or preserve equal access to the College's Education programs or Activities, to protect the safety of the Parties, and/or to deter Bias Related Harassment.

All Supportive Measures will be provided without fee or charge and without unreasonably burdening the other Party. Supportive Measures will be maintained as confidential by the College to the extent that confidentiality will not impair the ability to provide the Supportive Measures.

Examples of Supportive Measures that may be implemented by the College include:

- Academic extensions or adjustments
- Campus escort services
- Changes in housing
- Changes in on campus work schedules or locations
- Counseling
- Increased security or monitoring of certain areas of the campus
- Modifications of class or activity schedules
- Mutual restrictions on contact between the Parties
- Provide information on how to access legal assistance, victim advocacy and immigration/visa assistance

All employees who have experienced, reported, or been named in a report of bias-related harassment or discrimination may seek confidential assistance through the Employee Assistance Program (EAP):

- <https://www.etown.edu/offices/human-resources/Wellspan%20EAP%20Overview.pdf>
- <https://www.etown.edu/offices/human-resources/EAP%20Business%20Class.pdf>

HOW TO REPORT AN INCIDENT

Reporting Violations of Policy

Elizabethtown College strongly encourages anyone who has information about a potential violation of this Policy to provide a Report to the Civil Rights and Title IX Coordinator or Deputy Coordinator. A Report is defined as a disclosure and does not constitute a Formal Complaint. The procedure for filing a Formal Complaint is described later in this Policy. Any person may provide a Report of a potential violation to the Civil Rights and Title IX Coordinator in person, by mail, by telephone or by electronic mail. Reports by mail, telephone or electronic mail may be made at any time, including outside of regular business hours.

A person may also file an anonymous report, which will be routed directly to the Civil Rights and Title IX Coordinator. Anonymous reports may be submitted online [HERE](#).

<https://forms.office.com/pages/responsepage.aspx?id=Ek-IHdeg8EKLFTqRyFO8tfb-MbhnRgtLpvMNkeBsRBZUQ0RXUTZPUzk3WFAxVFhWVTdXMURCSzkxVS4u&route=shorturl>

An anonymous report is defined as a disclosure, and does not constitute a Formal Complaint. The procedure for filing a Formal Complaint is described below, and is also outlined in detail in the Elizabethtown Bias- Related Harassment and Discrimination Policies and Procedures, Appendix P of the Student Handbook, found on the Student Handbook Website

<https://www.etown.edu/offices/student-life/student-handbook.aspx> in PDF format.

Gabrielle Reed – Title IX Coordinator

Office Address: BSC 210

Email: reedg@etown.edu

Telephone Number: 717-361-3727

Gerald Kelley, Director of Campus Safety, or ask for the supervisor on duty.

24/7 access:

717-361-1264 or visit the Campus Safety Office at 605 S. Mt. Joy Street

Reporting to Law Enforcement

A victim of a crime is encouraged to, but not required to, report the incident to local law enforcement. The criminal process and the College's disciplinary process are mutually exclusive and are not dependent upon one another. A person can pursue both, neither, or either. Victims have the option of notifying local law enforcement directly or receiving assistance from the College in doing so. If you would like help contacting local law enforcement and scheduling a meeting time with a Police Officer or Detective, please contact one of the following:

Gerald Kelley, Campus Safety Director or ask for the supervisor on duty. 24/7 access: 717.361.1264 or visit the Campus Safety Office at 605 S. Mt. Joy Street

Gabrielle Reed – Title IX Coordinator

Office Address: BSC 210

Email: reedg@etown.edu **Telephone Number:** 717-361-3727

To make a direct report to local law enforcement without assistance from the College, individuals should contact **911 or Lancaster County Wide Communications** at 717.367.1835. The dispatcher will ask for preliminary information like the name of the reporting person, phone number, address, and whether immediate assistance is needed. Lancaster County Wide Communications will then contact the appropriate local law enforcement agency, most likely the Elizabethtown Police Department. Some areas of Elizabethtown are under the jurisdiction of Northwest Regional Police Department. Crimes that occur within the Northwest Regional jurisdiction will be referred to that department. Once the local law enforcement agency is contacted by the Lancaster County Wide Communications, a police officer will contact the reporting person to gather more information and provide resources.

Once local law enforcement has gathered information they may refer the reporting person to a police detective to conduct a more thorough investigation. Local law enforcement officials are willing to meet with individuals making a report in a location that is comfortable, either on-campus or at the local police department office.

Prohibited Conduct Definitions

While many, if not most, bias incidents rise to the level of a violation of the Discrimination Policy or the Bias-Related Harassment Policy, the presence of a violation is not necessary for an occurrence to be considered a Bias-Related Incident. An offender may not be a student, may not be identified, may not be found responsible, etc. It is no less important to recognize, report, investigate and reconcile such incidents.

This policy prohibits the following forms of misconduct, and considers them violations of the Code of Conduct:

Discrimination— Treating a person differently, excluding a person, and/or denying a person benefit based on their actual or perceived race, ethnicity, gender, gender identity or expression, sexual orientation, disability, religion, socioeconomic class, nation of origin, age, veteran status, possession of a general education development certificate as compared to a high school diploma, marital status or any other legally protected status.

Bias-Related Harassment - Any unwelcome verbal or physical conduct directed against a person that occurs as a result of their actual or perceived based on his or her actual or perceived race, ethnicity, gender, gender identity or expression, sexual orientation, disability, religion, socioeconomic class, nation of origin, age, veteran status, possession of a general education development certificate as compared to a high school diploma, marital status or any other legally protected status. The behavior must be sufficiently severe, persistent or pervasive that it unreasonably interferes with, denies or limits someone's ability to participate in or benefit from the College's education program, employment, and/or activities, and/or results in the creation of a hostile educational or work environment. Bias-related retaliation would also be considered a form of Bias-Related Harassment.

Harassment may include but is not limited to: to hazing, bullying, verbal abuse, assault epithets, slurs, stereotyping, threatening, intimidating, hostile acts (even if claimed to be "jokes" or "pranks"). These acts may be written, graphic, electronic, verbal, physical, etc.

Other Policy Violations Aggravated by Bias – Any violation outlined in the Code of Conduct committed against a person or property that is aggravated by the offender's bias against perceived race, ethnicity, gender, gender identity or expression, sexual orientation, disability, religion, socioeconomic class, nation of origin, age, veteran status or marital status.

Allegations of harassment on the basis of sex will first be evaluated by the Civil Rights and Title IX Coordinator and/or Director of Human Resources to determine if the allegation should be processed through Title IX or other employee procedures.

FILING A FORMAL COMPLAINT

The Formal Complaint Process begins with the filing of a Formal Complaint which alleges that a Respondent has engaged in Bias Related Discrimination or Harassment, is signed by the Complainant or the Civil Rights and Title IX Coordinator, and requests that Elizabethtown

College investigate the allegation of Title IX Sexual Harassment. A Formal Complaint must be filed in electronic format. The link to the Formal Complaint will be provided to the Complainant by the Title IX Coordinator or found [HERE](#).

<https://forms.office.com/pages/responsepage.aspx?id=Ek-IHdeg8EKLFTqRyFO8tfb-MbhnRgtLpvMNkeBsRBZUQ0RXUTZPUzk3WFAxVFhWVTdXMURCSzkxVS4u&route=shorturl>

BILL OF RIGHTS

- 1. Reporting Parties have the right to report, or not report, the incident to law enforcement, and have a right to assistance from the College in doing so. Reporting Parties also have the right to immediate access to the Civil Rights and Title IX Coordinator in order to understand their rights, options and resources related to Bias Related Harassment.**

- Elizabethtown Police Department Dial 911
- Campus Safety – 717-361-1111 (24/7 Emergency Hotline)
- Civil Rights and Title IX Coordinator can assist with Reporting to the Police: 717-361-3727 or **call Campus Safety after business hours**

Additionally, confidential resources for an immediate or emergency response include:

- **Elizabethtown College Counseling Services** (for students) – Students may call 717-361-1111 to request to speak to a confidential counselor.
 - **The Trevor Project** – 24/7 confidential support for LGBTQ+ youth. Call 1-866-488-7386 or text “START” to 678-678 to speak with a trained counselor.
 - **Crisis Text Line** – Free, 24/7 text-based emotional support for anyone in crisis. Text “HOME” to 741741 to connect with a trained crisis counselor.
 - **Penn State Hershey Medical Center** – Emergency Room – 500 University Dr., Hershey, PA 17033, 800-243-1455
 - **UPMC Pinnacle Harrisburg Campus** - 111 South Front Street, Harrisburg PA 17101 Phone: 717.782.3131
 - **Lancaster General Hospital – Emergency Room** – 555 N. Duke Street, Lancaster, PA 17602, 717.544.5511
 - **Penn Medicine Elizabethtown College** – 530 East Cedar Street, Elizabethtown, PA 17022. (building across from Ober Hall) 717.588.1059
- 2. Reporting and Responding parties have a right to a prompt, fair, and impartial process completed according to our policies in a manner that is transparent, provides timely notice of meetings and equal access to information to both parties, and conducted by officials without a conflict of interest or bias for either party that receive annual training on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.**
 - 3. Reporting and Responding parties have the right to have an advisor of their choosing present through any part of the Bias process. During the individual Formal Resolution**

meetings, the Complainant and the Respondent(s) have the right to be supported by any conduct advisor they choose who is a member of the College community, unless the community member is also a Respondent or witness in the case being considered, or if the College identifies any conflict of interest. Parents/guardians may not support Respondents or Complainants in any formal or informal conduct process. Conduct Advisors are there to provide emotional support to a party. They cannot speak, respond, take notes, record, or otherwise participate in the meeting. Delays will not normally be allowed due to the scheduling conflicts of a conduct advisor. If a conduct advisor disrupts the Formal Resolution meeting, they may be asked to remain silent, leave the room, or the Formal Resolution meeting may be rescheduled without that conduct advisor in attendance.

4. Reporting and Responding parties shall be informed in writing of the outcome of any Bias proceeding, including informal processes, investigation, hearing board, and appeal process.
5. Reporting and Responding parties have a right to be notified in writing of resources and supportive measures, and methods for requesting them.
These include but are not limited to:

- Academic extensions or adjustments
- Campus escort services
- Changes in housing
- Changes in on-campus work schedules or locations
- Counseling
- Increased security or monitoring of certain areas of the campus
- Modifications of class or activity schedules
- Mutual restrictions on contact between the Parties
- Provide information on how to access legal assistance, victim advocacy and immigration/visa assistance

FORMAL AND INFORMAL METHODS OF RESOLUTION

Elizabethtown College's Civil Rights and Bias Incident Procedures outline the resolution options available to individuals who report discrimination, harassment, or other conduct that may violate institutional policy. Formal resolution methods may include a thorough investigation, an impartial hearing process, and sanctions up to and including suspension, expulsion, or termination from the College. Informal resolution options may include mediation, facilitated dialogue, or restorative practices, where appropriate and agreed upon by all parties.

Allegations of conduct based on protected characteristics not covered under this specific policy may be addressed through other College policies, such as the Student Code of Conduct, Faculty Handbook, or Employee Handbook. In such cases, the applicable procedures and rights outlined in those documents will govern the College's response.

ADVISOR OF CHOICE

During the individual Formal and Informal Resolution meetings, the Complainant(s) and the Respondent(s) have the right to be supported by any conduct advisor they choose who is a current student or employee of the College, unless the community member is also a Respondent or witness in the case being considered, or if the College identifies any conflict of interest. Parents/guardians may not support Respondents or Complainants in any formal or informal conduct process. Conduct Advisors are present to provide emotional support to the party they are assisting. During a Formal Resolution Process, advisors may help the party they support prepare questions to be asked during the hearing. However, only the complainant or respondent (the parties) may answer questions directed to them. Advisors are not permitted to speak on a party's behalf or answer questions for them.

DISABILITY SERVICES

Baughner Student Center (BSC 232) 717-361-1227

Elizabethtown College welcomes all academically qualified students with disabilities to its community and is committed to providing equal access to all courses, programs, services, and activities. Part of the College's Center for Student Success, Disability Services works with all academic offices and campus departments, such as Title IX and Civil Rights, to provide equal access for students with disabilities. Please contact Dr. Michele Moohr, 717-361-1227 moohr@etown.edu if you have a disability related request or would like more information.

CLERY ACT

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act is a federal law that requires colleges and universities to disclose certain timely and annual information about campus crime and security policies.

As required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, or Clery Act, colleges and universities must annually compile and publish crime, fire and security information about their campuses. Under this law, "campus security authorities" are mandated to report crimes brought to their attention for inclusion in Elizabethtown's Annual Security and Fire Safety Report. Almost all faculty and staff at Elizabethtown College are Campus Security Authorities. Some students, like Resident Assistants, Student Patrol Officers, and Peer Mentors are also Campus Security Authorities. The annual reports can be viewed on the Campus Safety web page.

It is Elizabethtown College's policy to issue special notice in a timely manner to publicize violent crimes, or perceived patterns of crime in a particular area; and to heighten awareness and help prevent reoccurrences. The names of the victims are not released in an EC Alert.

EC Alert is Elizabethtown College's communications system for sharing important information about situations that affect the safety of our campus community. Typically, EC Alert messages will be delivered to campus community members as emails from the College's EC Alert mailbox.

The Elizabethtown College Daily Crime and Fire Log provides details about crimes that have occurred on campus and have been reported to the Elizabethtown College Campus Safety Department. The log also includes fires that have been reported to Campus Safety that have occurred in on campus housing facilities. The Daily Crime and Fire Log can be viewed online on the Campus Safety webpage or in person in the Campus Safety office at 608 S. Mount Joy Street.

NOTICE OF NON-DISCRIMINATION

Elizabethtown College does not discriminate on the basis of gender, race, color, religion, age, disability, marital status, veteran status, national or ethnic origin, ancestry, sexual orientation, gender identity and expression, genetic information, possession of a general education development certificate as compared to a high school diploma, or any other legally protected status.

This commitment applies but is not limited to decisions made with respect to:

- hiring and promotion,
- the administration of educational programs and policies,
- scholarship and loan programs, and
- athletic or other College administered programs.

Discriminatory acts of any kind are strictly forbidden.

Any person having inquiries concerning Elizabethtown College's application of non-discrimination policies, including:

- **Title IX of the Education Amendments of 1972,**
- **Title VI of the Civil Rights Act of 1964,**
- **Section 504 of the Rehabilitation Act of 1973,**
- **the Americans with Disabilities Act of 1990,**
- **the Americans with Disabilities Amendments Act of 2008, and**
- **the Age Discrimination Act of 1975,**

should contact one of the following:

For Employees contact:

Ann Eckert, Director of Human Resources
Myer Hall, One Alpha Drive, Elizabethtown PA 17022
Eckertann@etown.edu | 717.361.1395

For Students contact:

Gabrielle Reed, Civil Rights and Title IX Coordinator

210 Baugher Student Center (BSC), One Alpha Drive, Elizabethtown PA 17022
reedg@etown.edu | 717-361-3727

Dr. Michele Moohr, Coordinator of Disability Services
232 Baugher Student Center (BSC), One Alpha Drive, Elizabethtown PA 17022
moohr@etown.edu | 717.361.1227

For further information on non-discrimination, visit www2.ed.gov/about/offices/list/ocr or contact:

Philadelphia Office of the Office for Civil Rights

U.S. Department of Education
Suite 515, The Wanamaker Building
100 Penn Square East, Philadelphia, PA 19107-3323
OCR.Philadelphia@ed.gov | 215.656.8541