



## **IMPORTANTE NOTICE ON TITLE IX 3/9/2023**

### **Commitment of Albizu University**

Albizu University will not tolerate discrimination or harassment on the basis of race, color, religious belief, national origin, sex, sexual orientation, pregnancy, marital status, gender, gender identity, social status, political ideas, domestic violence status, disability, veteran status, genetic information, age, or any other characteristic protected by federal, state, or local law in your programs, services, and activities.

The University will also not tolerate retaliation in any form against a person who reports, complains, provides testimony or information, or otherwise participates in good faith in any matter related to this Policy.

The University will respond promptly and equitably to reports and complaints of misconduct prohibited by this Policy in a fair, thorough, and impartial manner that respects the due process rights of all participants, protects the safety and well-being of students, employees, and the community, and restores or preserves equal access to programs, services, and activities of the University.

### **What is the University's policy on discrimination, harassment, and grievance?**

CNG-10: Policy on Discrimination, Harassment and Tort.

### **What does this policy cover?**

It is Albizu University's policy to maintain an environment for students, faculty, administrators, staff, patients, and visitors that is free from all forms of discrimination and harassment, including sexual misconduct.

Albizu University has published and promulgated this Discrimination, Harassment and Tort Policy to reflect and maintain its compliance with all federal and state civil rights laws prohibiting discrimination and harassment in institutions of higher learning and to reflect and maintain its values as an institution.

### **What is Title IX?**

According to the Federal Department of Education, Title IX of the Education Amendments of 1972 “prohibits discrimination on the basis of sex in educational programs and activities receiving federal financial assistance” and establishes that “No person in the United States, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance.”

### **What conduct based on sex falls under Title IX?**

Behaviour that is:

- Made against a person in the United States;
- Occurs in a college education program or activity;
- Reported by or on behalf of a claimant who, at the time of the claimant's submission, was participating or attempting to participate in a college education program or activity; and
- Satisfies one or more of the following: Quid Pro Quo of Harassment, Hostile Environment, or VAWA Categories: "Dating Violence," "Domestic Violence," "Sexual Assault," or "Stalking."



### **Who does this policy apply to?**

To the university community, including, but not limited to, trustees, students, faculty (including honorary faculty and guest speakers), non-teaching employees, and independent contractors. Where can I access this policy? On the website under Policies and Procedures: [https://www.albizu.edu/wp-content/uploads/dlm\\_uploads/2021/06/CNG-10-Politica-sobre-Discriminacion-Acoso-y-Querella-Policy-on-Discrimination-Harassment-and-Grie.pdf](https://www.albizu.edu/wp-content/uploads/dlm_uploads/2021/06/CNG-10-Politica-sobre-Discriminacion-Acoso-y-Querella-Policy-on-Discrimination-Harassment-and-Grie.pdf)

### **Who has the obligation to submit complaints or reports?**

All University employees and Faculty members are required to refer complaints or reports of behaviour prohibited under this Policy to the Coordinator.

### **To whom should notice of violations or allegations of violations be submitted?**

To the following individuals:

- a) Coordinator of a University or a
  - b) University official with authority (Officials with Authority)
- The term Officials with Authority includes the Coordinator, high officials of the University and all employees in supervisory positions. Authoritative Officials are those employees with the authority to take corrective action on behalf of the University in response to actual notification of potential violations of this Policy.

### **What happens if the conduct does not fall under Title IX?**

Notice of violations or allegations of violations will be referred to Human Resources.

### **Who are the coordinators and deputy coordinators at Albizu University?**

Title IX Coordinator

Dr. Berta Ríos,

Principal Academic Officer

PO Box 9023711

San Juan, PR 00901-3711

205 Luna Street, Old San Juan

[bríos@albizu.edu](mailto:bríos@albizu.edu)

305-301-7997

### **Deputy Coordinators**

#### **Miami Campus**

2173 NW 99th Ave, Doral, FL 33172

Dra. Floralba Arbelo

Dean of Students

305-593-1223, ext. 3102

Nancy González, Esq.

Institutional Director of Human Resources

787-725-6500, ext. 2316



**San Juan Campus and Mayagüez University Center:**

P.O. Box 9023711 San Juan, PR 00901-3711

151 Calle Tanca, San Juan, 00901

Carmen Rivera-Laboy  
Dean of Students  
crivera@albizu.edu  
(787)725-6500, ext. 1560

Patricia Toro Sarraga  
Director of Human Resources  
ptoro@albizu.edu  
787-725-6500, ext. 2308

**Who should I contact if I have questions or concerns about Title IX?**

You can contact the Coordinator or a Deputy Coordinator.

**To which agency can I submit a grievance?**

Puede someter una querrela al Departamento de Educación Federal según se indica en esta página:  
<https://www2.ed.gov/about/offices/list/ocr/docs/howto-sp.html>