

I. Policy Statement

Maryville College is committed to maintaining a learning, working, and community environment free from discrimination and harassment. In compliance with Title VI of the Civil Rights Act of 1964, and consistent with the College's obligations under Title IX of the Education Amendments of 1972, Maryville College does not discriminate on the basis of race, color, or national origin in any of its educational programs, activities, admissions practices, employment, or access to institutional services.

This policy applies to all members of the Maryville College community, including students, faculty, staff, administrators, applicants for admission or employment, volunteers, contractors, and visitors.

II. Administration of Title VI

The Title IX Coordinator also serves as the Title VI Coordinator and is responsible for coordinating the College's compliance with federal civil rights laws, including Title VI and Title IX.

III. Scope of Coverage

Title VI prohibits discrimination on the basis of race, color, or national origin in all programs and activities receiving federal financial assistance. At Maryville College, this includes, but is not limited to:

- Admissions, recruitment, and enrollment practices
- Academic programs, instruction, and advisors.
- Student programs, activities, and organizations
- Employment and employment-related decisions
- Access to facilities, services, and institutional resources
- Disciplinary and grievance processes

Discrimination may occur through unequal treatment, exclusion, denial of benefits, or harassment that interferes with an individual's ability to participate in or benefit from college programs or activities.

IV. Prohibited Conduct

The following is prohibited under this policy:

- **Discrimination:** Treating an individual or group less favorably on the basis of race, color, or national origin.
- **Harassment:** Unwelcome conduct based on race, color, or national origin that is sufficiently severe, persistent, or pervasive to limit or deny a person's ability to participate in or benefit from a college program or activity.
- **Retaliation:** Any adverse action taken against an individual for reporting discrimination, participating in an investigation, or opposing discriminatory practices in good faith.

Examples of prohibited conduct may include, but are not limited to:

- Denial of any service recipient, any services, opportunities or other benefits based on protected characteristics.
 - Provide any service which is different or is provided in a different manner from that which is provided to others in a program based on protected characteristics.
 - Exclusion from programs or activities based on protected characteristics.
 - Unequal enforcement of policies or procedures
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V. Reporting Discrimination or Harassment

Any individual who believes they have experienced discrimination or harassment in violation of this policy, or who has knowledge of such conduct, is encouraged to report the concern promptly.

Reports may be made to:

Title IX / Title VI Coordinator

Danny Roselli

Student Affairs

daniel.roselli@maryvillecollege.edu

865-981-8192

Reports may be submitted in person, by email, or through the College's reporting system:

[File A Report](#)

Title VI: Non-Discrimination on the Basis of Race, Color, or National Origin

The College will make reasonable efforts to protect privacy and confidentiality consistent with the need to investigate and respond to reports.

VI. Investigation and Resolution

Reports alleging violations of Title VI will be addressed promptly and equitably. When appropriate, such reports will be resolved using the College's Title IX grievance procedures where applicable, however the use of an advisor will not be part of the grievance process. In other cases, the College may utilize alternative institutional processes consistent with the nature of the allegation and applicable policies.

All investigations will:

- Be conducted by trained personnel.
- Provide notice for parties involved.
- Use the preponderance of the evidence standard

If a violation is found, the College will take appropriate corrective and disciplinary action, consistent with applicable College policies.

VII. Academic Freedom and Freedom of Expression

Maryville College is committed to academic freedom and freedom of expression. This policy is not intended to restrict protected speech or legitimate academic inquiry. However, conduct that constitutes discrimination or harassment under Title VI is not protected and will be addressed under this policy.

VIII. Retaliation

Retaliation against any individual for reporting discrimination, participating in an investigation, or exercising rights under this policy is strictly prohibited. Allegations of retaliation will be addressed as separate policy violations and managed through appropriate institutional processes.

IX. External Reporting Options

In addition to reporting concerns internally, individuals may file a complaint with:

Maryville College

Title VI: Non-Discrimination on the Basis of Race, Color, or National Origin

U.S. Department of Education

Office for Civil Rights (OCR)

<https://www.ed.gov/ocr>

Use of the College's internal procedures is not required before filing a complaint with an external agency.

X. Policy Review

This policy will be reviewed periodically to ensure continued compliance with federal law and alignment with institutional practices.