



THE CITADEL

MEMORANDUM

DATE: 19 April 2022

TO: Faculty, Staff, Cadets, Students, Vendors and Contractors

SUBJECT: **Policy and Resources Regarding Sexual Harassment and Nondiscrimination**

The Citadel does not discriminate on the basis of race, color, national origin, gender, gender identity, sexual orientation, disability, religion, age, genetic information, or veteran status in its programs and activities as required by Title IX of the Educational Amendments of 1972, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act, Title VII of the Civil Rights Act of 1964, and other applicable statutes and Citadel policies. The Citadel prohibits sexual harassment, including sexual violence.

Eliminating sexual harassment and discrimination on The Citadel campus is one of my highest priorities. All members of the College community should be aware of the following documents:

- Memorandum 2-024, "Title IX Grievance Policy," dated 17 December 2020 and Memorandum 2-027, "Discrimination Policy," dated 10 March 2021 are comprehensive policies I urge you to read and understand. These documents are found on the College's policy webpage. A printed copy may be obtained if you do not have internet access.
- If you believe you are a victim, or if you know of a victim, of sexual harassment or discrimination from anyone connected to The Citadel, you are strongly encouraged to make clear such behavior is unwelcome, offensive, and violates The Citadel's policy. If you observe or experience sexual harassment or discrimination, you have a responsibility to report it to the appropriate supervisor or Title IX Coordinator.

Address all Title IX inquiries and compliance issues to:

Title IX Coordinator and Deputy Title IX Coordinator:

Ms. Valerie Mercado
Title IX Coordinator/Compliance Officer
Bond Hall Room 310
(843) 953-6881 office; (724) 433-0462 mobile
vmercado@citadel.edu

Ms. Kayla Buckmon
Deputy Title IX Coordinator
Bond Hall Room 310
(843) 953-5092 office
kshaw3@citadel.edu

Volunteer Deputy Title IX Coordinators:

Ms. Latitia Adams
Employee Relations Manager
(843) 953-4667 office
Ladams4@citadel.edu

Sgt Maj Jason P. Moffitt, USMC (Ret)
TAC NCO
(843) 953-0503 office; (561) 704-8590 mobile
jmoffit@citadel.edu

CMSgt Jennifer Kersey, USAF (Ret)
TAC Officer
(843) 953-5535 office; (253) 495-7615 mobile
jkersey@citadel.edu

Capt Wouter Sijtsma, RAAF (Ret)
TAC Officer
(843) 953-0505 office
wsijtsma@citadel.edu

Ms. Pam King
Office of Institutional Research, Bond Hall 366
(843) 953-6790 office; (843) 670-1898 mobile
Kingp1@citadel.edu

Victim Advocate:

Dr. Ashley Gilmore
Director of Cadet, Advocacy, Response, and Education (CARE), Mark Clark Hall Room 215
(843) 953-7277 office; (706) 358-6192 mobile
agilmore@citadel.edu

Citadel Ombudspersons are also available, and can be reached at ombud@citadel.edu or:

COL Robert Pickering
Thompson Hall Room 135
(843) 953-5096 office; (843) 437-9645 mobile; (843) 552-6771 home
pickeringr@citadel.edu

MAJ Shamus Gillen
Bond Hall Admission Office Room 120
(843) 953-4830 office;
(843) 743-9487 mobile
gillens@citadel.edu

Dr. Lee Westberry
Bond Hall Room 237
(843) 953-5188 office; (843)-478-8175
lwestber@citadel.edu

For inquiries regarding the Americans with Disabilities Act, the Rehabilitation Act, and related statutes and regulations, contact:

Cadets and Students

Ms. Shannon McKenzie
Thompson Hall Room 103
(843) 953-6877 office
smckenz1@citadel.edu

Faculty and Staff

Mrs. Dana Richardson
Human Resources
(843) 953-5376 office
richardsond3@citadel.edu

Inquiries concerning anti-discrimination laws may be referred to The Citadel Chief Inclusive Excellence Officer or to the Office for Civil Rights, United States Department of Education.

Dr. Shawn Edwards
Chief Inclusive Excellence Officer
Bond Hall 364
(843)-953-6989
sedward6@citadel.edu

For further information on notice of nondiscrimination, visit the following website <https://wdcrobcolp01.ed.gov/CFAPPS/OCR/contactus.cfm> for the address and phone number of the U.S. Department of Education office that serves your area, call 1-800-421-3481, TDD 1-800-877-8339, or email OCR@ed.dov.

The EthicsPoint Fraud, Waste, & Abuse (FW&A) and Compliance Hotline is available toll free (855) 280-8357 or via <http://www.citadel.edu/root/compliance-ethicspoint>. Reports may be anonymous.

Retaliation for reporting an act of sexual harassment or discrimination is not tolerated. It is everyone's duty to take an active role in removing all forms of harassment and discrimination from The Citadel.



Glenn M. Walters '79
General, USMC (Retired)
President

GMW/sse