



Evangel University Nondiscrimination and Equal Opportunity Policy

#SD0005

Abstract

This policy covers the University's commitment to nondiscrimination and equal opportunity in compliance with applicable federal and state laws.

PURPOSE

The purpose of this policy is to ensure that the University provides an educational and working environment free from unlawful discrimination and harassment. This policy applies to admissions, employment, and access to all University programs, activities, and services, and demonstrates the University's adherence to applicable federal and state laws, including Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act (ADA). It also identifies the University's responsibilities and designated compliance officers for addressing concerns and enforcing nondiscrimination standards.

APPROVAL

This policy is maintained by the Vice President for Student Development and approved by the Cabinet.

SCOPE

This policy applies to all University programs, activities, and employment practices and to all students, employees, and participants, consistent with applicable law.

POLICY

Subject to the United States Constitution, and all applicable state and federal laws, Evangel University does not discriminate based on race, color, national or ethnic origin, sex, disability, age, or veteran status in admissions, treatment or access to its programs and activities, or in the administration of educational policies, scholarships, loan programs, athletics or other University programs.

See also: ↓ [Sexual Misconduct \(Title IX Policy & Resolution Procedures\)](#)

Section 504 of the Rehabilitation Act of 1973

Evangel University does not discriminate on the basis of disability, in the recruitment and admission of students, the recruitment and employment of faculty and staff and the operation of any of its programs and activities, as specified by federal laws and regulations.

TITLE IX OF THE EDUCATION AMENDMENTS OF 1972

Evangel University operates in compliance with the Federal Regulation of TITLE IX of the Education amendments of 1972, which prohibits sex discrimination in federally assisted programs. The relevant language in Section 901 (a) reads as follows: "No person in the United States, on the basis of sex, shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance." Evangel University, as a religious

institution, has received exemptions from compliance with certain TITLE IX regulations that are not consistent with its religious tenets. See also ↪ [Sexual Misconduct Policy](#).

The Americans with Disabilities Act of 1990 (Public Law 101-336)

Evangel University operates in compliance with this law, the purpose of which is to afford the disabled equal opportunity and full participation in life activities and to prohibit discrimination based on disability in employment, public service, public accommodations, telecommunications or transportation. The Center for Student Success provides services for students with documented disabilities. See the ↪ [Disabilities Handbook](#).

Compliance Officers

The university's Title IX Coordinator oversees compliance sexual misconduct. The Coordinator reports directly to the President of the University. Questions about this policy or anyone wishing to make a report relating to a sexual misconduct offense may do so by contacting the Title IX Coordinator (or deputy coordinator). The coordinator may designate other appropriately trained individuals to receive and investigate reports complaints, as is appropriate.

Title IX Coordinator: Rev. Mark Entzminger, VP for Student Development, Office: SU, 106, 1111 N. Glenstone, Springfield, MO 65802, Phone: (417) 865-2815, ext. 7997, entzminger@evangel.edu.

Title IX Deputy Coordinator (for employees): Robert Bartels, Director of Human Resources, Office: Riggs Hall, 309, Phone: (417) 865-2815, ext. 7311, bartelsr@evangel.edu.

Title IX Deputy Coordinators (for students):

Gina Rentschler, Director of Student Programming, Office: SU 106, ext. 7996, rentschlerg@evangel.edu

Steve Gause, Dean of Students, Office: SU 106, ext. 7409, gauses@evangel.edu

Two coordinators oversee gender equity in athletics and disability accommodations:

Athletic Compliance Coordinator: Scott Metcalf, Office: Ashcroft Center, Phone: (417) 865-2815, ext. 7409, MetcalfS@evangel.edu

Section 504 Compliance Coordinator: Stephen Houseknecht, Coordinator for Disability Services, Office: Zimmerman 208, Phone: (417) 865-2815, ext. 8213, kruegers@evangel.edu

Immediate assistance is available 24/7 by calling the Evangel University Office of Public Safety at (417) 865-2815 ext. 7000, (on campus phone 911) or coming in person to Riggs Hall 208. An officer can assist in facilitating medical treatment, contacting a victim's advocate, support person, Title IX Coordinator, as well as reporting the crime to local law enforcement (if requested).

Additionally, anonymous reports can be made by using the ↪ [online reporting form](#).

Inquiries concerning Title IX also may be referred to the United States Department of Education's Office for Civil Rights. For further information, visit ↪ https://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html.

The State of Missouri regional Office of Civil Rights is located in Kansas City and is available to provide assistance. Contact Information: Office for Civil Rights, U.S. Department of Education; One Petticoat Lane, 1010 Walnut, 3rd Floor, Suite 320; Kansas City, MO 64106; Telephone: 816-268-0550; FAX: 816-268-0599; TDD: 800-877-8339; Email: OCR.KansasCity@ed.gov.

CONTINUANCE

This policy will undergo review and modifications as necessary. Ownership of this policy belongs to the Vice President for Student Development.