Gettysburg College is committed to maintaining an environment conducive to learning for all students and a professional workplace for its employees. Gettysburg College prohibits discrimination, discriminatory harassment, and sexual harassment, including sexual violence and any type of sexual misconduct or relationship violence.

All members of the faculty, administration, and support staff who have information regarding, are witness to, or become aware by any means of any form of gender discrimination, sexual harassment, sexual misconduct, inappropriate sexual behavior, dating violence, domestic violence, and/or stalking that occurs on our campus involving either an employee, student, or guest are required to report the incident immediately. Reports may be made directly to either the Title IX Coordinator or one of the offices listed on the back of this “Report Card.” All members of the community may also submit a Community Concern Webform located at: www.gettysburg.edu/reportconcern.

Additionally, it is important to be aware that all members of the faculty, administration, and support staff are also required to report other (i.e., non-gender-related) incidents of harassment and/or discrimination that they observe or of which they become aware among our employee population. These reports may be made to a Co-Director of Human Resources and/or the Vice Provost. All members of the community may also submit a Community Concern Webform located at: www.gettysburg.edu/reportconcern.

We encourage all employees to report incidents of criminal behavior. Employees designated as campus security authorities (CSA’s) are mandatory reporters for all incidents of crime and discriminatory behavior. These types of incidents should be reported directly to the Department of Public Safety for follow-up and investigation.

In the Commonwealth of Pennsylvania, all employees of institutions of higher learning who suspect incidents of child abuse (including incidents of suspected child sexual abuse) must immediately report such incidents first to the Department of Public Welfare’s Child Line (800-932-0313), then to the police having jurisdiction, and then to their supervisor.

Students:
Any student who believes they have been a victim of sexual misconduct or relationship violence may visit College Life’s Sexual Misconduct Resource Website to obtain information about various support services (both confidential and official). For more information visit: www.gettysburg.edu/sexualmisconductresource. Incidents involving other forms of harassment and/or discrimination should be brought to the attention of DPS, the Director of Student Rights and Responsibilities, and/or another College official via the Community Concern Webform located at: www.gettysburg.edu/reportconcern.

Employees:
Employees who believe they are a victim of sexual misconduct, relationship violence, harassment, and/or discrimination should bring the matter to the attention of a Co-Director of HR, the Vice Provost, the Title IX Coordinator, and/or another College official via the Community Concern Webform located at: www.gettysburg.edu/reportconcern.
If you would like to speak directly with a trained member of the College community, you may contact one of the individuals listed below:

**Title IX Coordinator:**

**Jane North**  
Executive Vice President  
Third Floor, Pennsylvania Hall, jnorth@gettysburg.edu, 717.337.6011

**Intake/Investigative Offices:**

**Athletics:**

Dave Wright, *Director of Athletics*  
Second Floor, Wright Building, dwright@gettysburg.edu, 717.337.6530

**Department of Public Safety:**

Bill Lafferty, *Director of Public Safety*  
Second Floor, College Union Building, wlaffert@gettysburg.edu, 717.337.6321

**Human Resources:**

Regina Campo, *Co-Director of Human Resources and Risk Manager*  
First Floor, Pennsylvania Hall, rcampo@gettysburg.edu, 717.337.6207

Jen Lucas, *Co-Director of Human Resources*  
First Floor, Pennsylvania Hall, jlucas@gettysburg.edu, 717.337.6211

**Provost’s Office:**

Jack Ryan, *Vice Provost*  
Third Floor, Pennsylvania Hall, jryan@gettysburg.edu, 717.337.6822

**Student Rights & Responsibilities:**

Jennifer McCary, *Director of Student Rights and Responsibilities*  
Second Floor, College Union Building, jmccary@gettysburg.edu, 717.337.6998

Inquiries may be referred to the Title IX Coordinator or offices identified above or to the Office for Civil Rights, United States Department of Education. For further information, visit http://wdcrobc01.ed.gov/CFAPPS/OCR/contactus.cfm for the address and phone number of the U.S. Department of Education Office that serves your area, or call 1-800-421-3481.