January 2015

To: University Community

From: Office of the Dean of Students

Re: Non-Discrimination and Harassment Policy

Fairfield University has established policies and procedures to address discrimination and harassment, including sexual harassment complaints by students against other students or against University employees. The policies and procedures are set forth in the Non-Discrimination and Harassment Policy (the Policy) set forth in the Student Handbook (pp. 36-40) which is available online. All students and employees should read the policy.

For complaints of discrimination or harassment, including sexual harassment, against a student, student group, or student organization, the Policy provides for informal as well as formal complaint procedures. Under Title IX, “sexual harassment” includes incidences of sexual misconduct. When either sexual harassment or sexual discrimination occur on campus, the University will respond to stop the alleged behavior, prevent it from reoccurring, and address its effects.

One of the mechanisms for doing this is through our Title IX Compliance Coordinator and Title IX Investigator. Informal and formal complaints of discrimination or harassment, including sexual harassment, brought against the University or a member of the faculty, staff, or administration, will be referred to the University’s Title IX Compliance Coordinator and Title IX Investigator. Fairfield has designated Terry Quell as Title IX Compliance Coordinator and William Johnson as the Title IX Compliance Investigator.

Title IX Compliance Coordinator
Theresa Quell, Ph.D., MSN, RN ’79
Assistant Dean for Academic Programs & Undergraduate Program Director, School of Nursing
(203) 254-4000, ext. 2704

Title IX Compliance Investigator
William Johnson
Associate Dean of Students
(203) 254-4211

Administrators, staff, and faculty members should report any complaints received from students, either informally or formally, about discrimination or harassment, including sexual harassment.
The Sexual Misconduct policy on page 47 of the Student Handbook policy sets forth in clear and detailed terms the University’s reporting policies in the area of sexual misconduct claims. Specifically, the policy makes clear that, unless an employee is protected by established confidentiality laws, all employees are required to report information they receive as to a claim of sexual misconduct as soon as possible to the Department of Public Safety at ext. 4090.

Thank you for your attention to this important topic. If you have additional questions or concerns, please contact my office at (203) 254-4000, ext. 3425.

Karen Donoghue
Dean of Students

P.S. A copy of this correspondence is posted online at www.fairfield.edu/doscomm.