



University of Dallas Policy CRR-D

CIVIL RIGHTS PROCEDURE – REPORTER DESIGNATIONS

- 1.0 Purpose** – In accordance with its commitment to civil rights as set forth in the University Civil Rights Policy, the University of Dallas has established protocols to report complaints of violations of the University Civil Rights Policy. University Procedure CRR-D designates reporters in accordance with University Policy CRR.
- 2.0 Definitions** – Relevant terms for implementation of this Policy are set forth in University Policy CRT – Civil Rights Policy – Relevant Terms.
- 3.0 Electronic and Anonymous Reporting** – Any incident in violation of the University Civil Rights Policy, including, but not limited to, allegations of Sexual Harassment, Sexual Assault, Dating Violence, and Stalking, may be reported through the University’s web-based reporting system called the Compliance Reporting Hotline, which allows the option of reporting anonymously.
- 3.1** The web address for the Compliance Reporting Hotline is udallas.edu/complaint or <https://secure.ethicspoint.com/domain/media/en/gui/19779/index.html>
- 3.2** Under the direction of the Civil Rights Coordinator, the University will review and investigate all reports
- 3.3** The University will cooperate with anyone reporting through the Compliance Reporting Hotline or through subsequent investigation to provide anonymity to the fullest extent possible under the University Civil Rights Policy.
- 4.0 Civil Rights Coordinators** – The University designates individuals to oversee implementation of the University Civil Rights Policy and to receive complaints of violations of the University Civil Rights Policy:
- 4.1 Civil Rights Coordinator (Title IX Coordinator)** – The University has designated the following person to oversee implementation of the University Civil Rights Policy, and to receive and investigate complaints of discrimination or Harassment based on race, ethnicity, national origin, sex, pregnancy, disability, veteran status, genetic information, age, religion, or any other protected category:
- Inelda Acosta, Ed.D., pHCLE**
Director, Office of Civil Rights and Title IX

Cardinal Farrell Hall
Room 106
Email: iacosta@udallas.edu
Office: (972) 721-5056

- 4.2 Deputy Title IX Coordinator** – The University has designated the following person to provide coordinated assistance regarding complaints of discrimination or Harassment based on sex, and to receive and investigate complaints of discrimination or Harassment based on sex:

LaCoya Williams
Associate Director, Office of Human Resources
Cardinal Farrell Hall, Room 140
Email: lwilliams2@udallas.edu
Office: 972.721.4063

Monica Heckman
Head Athletics Trainer,
Ed Maher Athletics Center
Email:
mheckman@udallas.edu
Office: 972-721-5010

- 5.0 Confidential Reporters** – The University designates certain Confidential Reporters to receive reports of alleged violations of the University Civil Rights Policy, including, but not limited to, Sexual Harassment, Sexual Assault, Dating Violence or Stalking, without obligation to provide personally identifiable information to the Civil Rights Coordinator. The following individuals have been designated as Confidential Reporters when working within the scope of their license or ordination:

5.1 Licensed Mental Health Counselors

Johnathan Sumpter, MBA, MA, LPC, NCC
Director, UD Counseling Center
Email: jmsumpter@udallas.edu

Vanessa Garcia, LPC
Email: vgarcia1@udallas.edu

Jennise Ramos, LCSW
Email: jramos@udallas.edu

Merlyn Antony, LPC
Email: mantony@udallas.edu

Tamyra Lawson, LCSW

tlawson@udallas.edu

Susan Ghalibaf, LCSW
sghalibaf@udallas.edu

UD Counseling Center Staff
Haggar University Center, 2nd Floor
Email: counseling@udallas.edu
Office: (972) 721-4045

52 Licensed Medical Professionals

Dr. Lora Rodriguez

UD Student Health Clinic Staff Haggar University Center, 2nd Floor Office:
(972) 721-5322

53 Vowed Religious

Fr. James Martin Nobles, OP
Associate Director of Campus Ministry
Email: jmnobles@udallas.edu

Deacon Ryan Sales
Phone: 972-721-5118
E-Mail: rsales@udallas.edu

Other vowed religious (priests, deacons, and religious sisters and brothers), when providing pastoral services.

Campus Ministry Staff

Shelby Ponikiewski
Campus Minister
Email: sponikiewski@udallas.edu

Karen Bless
Assistant to the Chaplain and Rector
Email: kbless@udallas.edu

UD Office of Campus Ministry
Haggar University Center, 2nd Floor
Office: (972) 721-5375

6.0 External Inquiries – Any member of the University community may seek external support or file complaints of discriminatory conduct with the following entities:

Office of Civil Rights (OCR)
U.S. Department of Education
400 Maryland Ave., S.W.
Washington, D.C. 20202-1100
Customer Services Hotline: (800) 421-3481
Facsimile: (202) 453-6012
Email: OCR@ed.gov
Web: <http://www.ed.gov/ocr>

Assistant Secretary for Postsecondary Education
U.S. Department of Education
Office of Postsecondary Education 400 Maryland Ave., S.W. Washington,
D.C. 20202
Phone: (202) 453-6914
Information Resource Center: (800) 872-5327

Equal Employment Opportunity Commission (EEOC)
Contact: <http://www.eeoc.gov/contact>

Equal Employment Opportunity Commission – Dallas
207 S. Houston St., 3rd Floor
Dallas, TX. 75202
Phone: (800) 669-4000
Facsimilie: (214) 253-2720
Web: <https://www1.eeoc.gov/field/dallas/index.cfm>