



# University of Dallas Policy CRR-D

## CIVIL RIGHTS PROCEDURE – REPORTER DESIGNATIONS

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**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](http://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:

**Luciana Hampilos, J.D.**

Director, Office of Civil Rights and Title IX

Braniff Graduate Building, Haggar  
Room 253

Email: [lhampilos@udallas.edu](mailto:lhampilos@udallas.edu)

Office: (972) 721-5056

Facsimile (972) 265-5712

- 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](mailto:lwilliams2@udallas.edu)

Office: 972.721.4063

**Monica Heckman**

Head Athletics Trainer,

Ed Maher Athletics Center

Email:

[mheckman@udallas.edu](mailto: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](mailto:jmsumpter@udallas.edu)

Vanessa Garcia, LPC

Email: [vgarcia1@udallas.edu](mailto:vgarcia1@udallas.edu)

Jennise Ramos, LCSW

Email: [jramos@udallas.edu](mailto:jramos@udallas.edu)

Merlyn Antony, LPC

Email: [mantony@udallas.edu](mailto:mantony@udallas.edu)

Tamyra Lawson, LCSW

tlawson@udallas.edu

Susan Ghalibaf, LCSW  
sghalibaf@udallas.edu

UD Counseling Center Staff  
Haggar University Center, 2<sup>nd</sup> Floor  
Email: [counseling@udallas.edu](mailto:counseling@udallas.edu)  
Office: (972) 721-4045

## **52 Licensed Medical Professionals**

Dr. Lora Rodriguez

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

## **53 Vowed Religious**

Fr. Joseph Paul Albin, OP  
Associate Director of Campus Ministry  
Email: jalbin@udallas.edu

Fr. Paul Bechter  
Associate Chaplain  
E-Mail: frbechter@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.

## **54 Campus Ministry Staff**

Shelby Ponikiewski  
Campus Minister  
Email: [sponikiewski@udallas.edu](mailto:sponikiewski@udallas.edu)

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

UD Office of Campus Ministry  
Haggar University Center, 2<sup>nd</sup> 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](mailto: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., 3<sup>rd</sup> Floor  
Dallas, TX. 75202  
Phone: (800) 669-4000  
Facsimilie: (214) 253-2720  
Web: <https://www1.eeoc.gov/field/dallas/index.cfm>