

# Non-Discrimination Policy

Ringling College of Art and Design does not discriminate on the basis of sex, age, gender, color, race, national or ethnic origin, religion, marital status, sexual orientation, gender identity or expression, disability, veteran status, genetic information, or any other basis prohibited by law, in its programs or activities.

No person, because of discrimination as defined in the Non-Discrimination Policy, will be excluded from participation in, or denied the benefits of or access to any educational program or activity provided by the College. This is not only the policy of the College, it is also the mandate under applicable federal and state laws and includes the administration of its educational policies, admissions policies, scholarship and loan programs, and other College administered programs, pursuant to the Internal Revenue Code of 1954.

The College's programs and activities are conducted in compliance with Section 504 of the Rehabilitation Act of 1973, as amended, with the Americans with Disabilities Act of 1990, as amended, and with Title IX of the Education Amendments of 1972. The College is an equal opportunity educational institution.

Qualified students with disabilities should contact Student Access Services at [sas@ringling.edu](mailto:sas@ringling.edu) to request reasonable accommodation.

The College is in compliance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendment of 1989.

The College does not discriminate on the basis of sex in its education programs and activities, or in the context of employment. Sexual harassment, including sexual assault, dating violence, domestic violence, and stalking, is a form of sex discrimination prohibited by Title IX of the Education Amendments of 1972. (See Ringling College of Art and Design Sexual Misconduct and Title IX Policy). Title IX requires that: No person in the United States shall, on the basis of sex, 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.

Sexual harassment is also prohibited under Title VII of the Civil Rights Act of 1964 and other applicable statutes.

Anyone engaging in practices that violate the Non-Discrimination Policy, including discrimination, harassment or retaliation against someone who complains about discrimination, will be subject to disciplinary action, up to and including expulsion or separation from the College. Anyone who believes he or she has been subjected to unlawful discrimination, harassment, retaliation or other practices in violation of the Non-Discrimination policy should immediately contact the Title IX Coordinator or Deputy Title IX Coordinator, as listed below.

## Inquiries

Inquiries regarding compliance with these statutes and referrals to designated coordinators under the ADA/ Section 504 and Title IX may be directed to Lauren Frasser, Title IX Coordinator, or to the Director of the Office for Civil Rights, U.S. Department of Education, 400 Maryland Avenue, SW, Washington, D.C. 20202-1100, 1-800-421-3481. TDD 877-521-2172.

## Procedures for Complaints

Cases falling under the jurisdiction of the Sexual Misconduct and Title IX Policy will be handled according to that policy. All other discrimination concerns will be handled pursuant to the procedures outlined here.

Student to student complaints will be processed under the Student Code of Conduct system. For student complaints against faculty, staff or others, the procedures outlined in the Non-Harassment Policy will be used for handling reports and complaints of alleged violations of this policy.

For employees and others, the procedures outlined in the Non-Harassment Policy and the Grievance Procedures in the Ringling College Faculty and Staff Handbooks, will be the mechanism for handling reports of alleged violations of this policy.

The Title IX Coordinator and Deputy Coordinators will assist any individual wishing to inquire, make a report or a complaint and will provide information concerning the options for resolving a report under this policy.

The Title IX Coordinator has the overall responsibility for the implementation of the Title IX program at Ringling College. Darren Mathews, Deputy Title IX Coordinator oversees the administration of grievance procedures for faculty and staff and coordinates training, education and communication of College discrimination and harassment policies to employees. Jekeyma Robinson, Deputy Title IX Coordinator oversees the administration of the grievance procedures for students and coordinates training, education and communication to students.

## Title IX Coordinator:

Laura Frasser, Title IX Coordinator  
Ulla Searing Student Center, Second Floor  
2700 N. Tamiami Trail, Sarasota, FL 34234  
941-309-4035  
lfrasser@ringling.edu

## Deputy Title IX Coordinators:

Jekeyma Robinson, Associate Dean of Students for Student Development  
Ulla Searing Center, Second Floor  
2700 N. Tamiami Trail, Sarasota, FL 34234  
941-309-4375  
jrobinso@ringling.edu

Darren Mathews, Assistant Vice President and Director of Human Resources  
Verman Kimbrough Bldg., First Floor  
2700 N. Tamiami Trail, Sarasota, FL 34234  
941-359-7619  
dmathews@ringling.edu

Revision Approved by President Larry R. Thompson, August 14, 2020.  
Approved by the Board of Trustees, November 12, 2020.  
Updated 8/15/2024.

The complete policy is posted to the Ringling website <https://www.ringling.edu/policies-and-procedures/>