Non-Discrimination and Harassment Information

It is the policy of Adler University that no person shall be the object of discrimination or harassment on the basis of race, color, ethnicity, religion, sex, gender, sexual orientation, national origin, age, marital status, parental status, family relationship status, physical or mental disability, military status, or other status protected by national or provincial law in its employment or its educational settings, including all academic, required, or University-sponsored activities, whether on or off campus. Adler University reserves the right to take actions that are consistent with its policies and procedures to deal with individuals found to have engaged in harassment, discrimination, and/or retaliation in violation of this policy.

Examples of discrimination in violation of this policy include treating an employee, student, or other member of the University community differently, which includes forms of harassment and retaliation, based upon race, colour, ethnicity, religion, sex, gender, sexual orientation, national origin, age, marital status, parental status, family relationship status, physical or mental disability, military status, or other protected status. To illustrate, faculty may not apply different academic standards to students based on their race, age, or other protected category. Similarly, students may not prevent other students from participating in course work or a University-sponsored activity based on their gender, sexual orientation, or other protected category.

The Manager of Student and Alumni Services receives, investigates, and supervises resolution processes related to reports or complaints of discrimination or harassment involving students and keeps records thereof. Any student who has been the subject of, has witnessed, or is aware of discrimination, harassment, or retaliation, should make a complaint as soon as possible to the Manager of Student and Alumni Services, or to any University employee. Student complaints about the actions of other students are handled by the Manager of Student and Alumni Services in conjunction with the Director of Campus Administration.

There are multiple channels for reporting violations, including telephone, in person, or email and should be directed:

Stephanie Haslam
Manager of Student and Alumni Services
604 699 3578
shaslam@adler.edu

Students also may file a complaint with the Director of Campus Administration as long as it concerns the actions of a School faculty or staff employee, or if it concerns an unknown person or someone outside the University community. Complaints should be directed to the either the contact listed above or:

Melody Sousa
Registrar & Director of Campus Administration
604 482 5515
msousa@adler.edu

All employees of Adler University are responsible for reporting incidents of discrimination, harassment, or retaliation involving students that come to their attention to the Manager of Student and Alumni Services at 604-699-3578 or shaslam@adler.edu.
Adler University strongly encourages complainants to make a complaint as soon as possible after an alleged violation occurs. The timelier a complaint of discrimination, harassment or retaliation, the better the Manager of Student and Alumni Services will be able to investigate the complaint. The Manager of Student and Alumni Services’ ability to investigate a complaint may be limited if the complaint is not made within a reasonable time period after the alleged occurrence(s). The Manager Student and Alumni Services encourages the filing of complaints within 120 days of the alleged occurrence(s), although complaints submitted after 120 days will still be investigated and resolved according to this Policy. A complainant should receive an acknowledgement of receipt from the Manager of Student and Alumni Services within 10 business days of filing a complaint. If this does not occur, the complainant should contact the Manager of Student and Alumni Services directly to confirm receipt of the original complaint.

*If you have any questions about this information please contact Stephanie Haslam, Manager of Student and Alumni Services, at [shaslam@adler.edu](mailto:shaslam@adler.edu) or 604-699-3578.*