

HDSM Glossary

Term

Definition

Academic Freedom

Academic freedom is defined by the American Association of University Professor's 1940 Statement of Principles of Academic Freedom and Tenure. Faculty are entitled to full freedom in research and in the publication of the results. Teachers are entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into their teaching controversial matter which has no relation to their subject.

Academic Transcript

An academic transcript is a student's academic record, including all courses completed, all grades received, all honors received and degrees earned.

Advisor

An advisor may be a friend, relative, mentor, or attorney of either a complainant or respondent in an HDSM investigation and/or proceeding. The advisor may accompany the person he/she is advising at meetings that are part of the complaint resolution process. The advisor's role is limited; outside of the hearing, he or she may not speak on behalf of a complainant or respondent nor ask questions, address a hearing panel, cross-examine witnesses, or make other statements. A disruptive advisor will be asked to leave any proceeding and barred from future meetings. The advisor is bound by confidentiality.

Age Discrimination in Employment Act of 1967

The Age Discrimination in Employment Act of 1967 protects certain applicants and employees 40 years of age and older from discrimination on the basis of age in hiring, promotion, discharge, compensation, or terms, conditions or privileges of employment.

Bias-based Violence

Acts of physical violence by one person upon another that may constitute hostile environment harassment based on one of the protected categories in the Policy, including race, color, sex (e.g., pregnancy, sexual orientation, gender identity and gender expression), religion, age, national or ethnic origin, family medical or genetic information, disability, familial, or veteran status.

Clery Act

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, commonly known as the "Clery Act," is a federal statute first passed in 1990. The Clery Act requires, among other things, that all institutions of higher education participating in federal financial aid programs maintain and publicly report information about crime on or near campus.

Commonwealth's Attorney

A commonwealth's attorney is an elected prosecutor of felony crimes in the Commonwealth of Virginia. A commonwealth's attorney is an elected constitutional officer who serves as the senior law enforcement official in his or her jurisdiction (i.e., city or county).

Complaint

A complaint under this policy is an allegation of harassment or discrimination, including sexual misconduct, levied against another individual, or individuals, and reported to the College. The complaint resolution process is fully explained in the College's Harassment and Discrimination Policy.

Consent	Consent is voluntary, informed, and actively given using words and/or actions that clearly indicate permission to engage in mutually agreed-upon sexual activity. Consent cannot be obtained by force including physical violence, threats, intimidation, or coercion. As a matter of law, consent may never be given by minors (even if the other participant was unaware of the minor's age), mentally disabled individuals (even if the other participant is unaware of the disability), or individuals who are incapacitated. The individual who initiates sexual activity is responsible for obtaining consent. Either party may withdraw consent at any time. Withdrawal of consent should be outwardly communicated by words or actions that clearly indicate a desire to end sexual activity. In order to avoid confusion or ambiguity, participants should talk to each other before engaging in sexual activity. Participants should also stop and clarify mutual willingness to continue any sexual activity if confusion or ambiguity arises. Consent cannot be inferred from silence, passivity, lack of resistance, or lack of an active response alone.
Criminal Complaint	A criminal complaint charges a named or unknown person with one or more criminal offenses. Some acts of sexual misconduct under this policy may also constitute criminal behavior. In such cases, a victim may choose to pursue a criminal complaint with law enforcement personnel and/or a complaint utilizing the College's Harassment and Discrimination Policy.
Cross Examinations	Cross-examinations may take place at a live hearing that is part of the resolution of a formal complaint under the Policy. Cross-examinations are conducted directly, orally, and in real time by the advisors for the Complaint and Respondent, respectively. At a live hearing each party's advisor may ask the other party and any witnesses all relevant questions and follow-up questions, including questions challenging credibility.
Discrimination	Discrimination is inequitable treatment that occurs: (1) because of an individual's actual or perceived membership in one or more of the protected categories listed in the College's non-discrimination statement; and (2) which has the effect of excluding an individual from participation in, denying an individual the benefits of, or otherwise adversely affecting a term or condition of an individual's employment (e.g., pay or benefits), education, living environment, or participation in a College educational program or activity.
Domestic or Dating Violence	Domestic violence and dating violence (also known as intimate partner violence), includes any threat or act of violence that occurs between two individuals who are currently or were previously in a sexual, dating, spousal, domestic, or other intimate relationship. Intimate partner violence is the willful intimidation, physical assault, battery, sexual assault, and/or other abusive behavior as part of a pattern of power and control perpetrated by one intimate partner against another. It includes physical violence, sexual violence, psychological violence, and emotional abuse.
Equal Employment Opportunity Commission	The U.S. Equal Opportunity Employment Commission is the federal agency that enforces federal laws that prohibit employment discrimination based on race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, disability, age, and genetic information.

Equal Pay Act of 1963	Part of the Fair Labor Standards Act, Equal Pay Act of 1963 prohibits sex-based wage discrimination between men and women in the same establishment who perform jobs that require substantially equal skill, effort and responsibility under similar working conditions.
Explanation of Benefits (EOB)	An explanation of benefits form is a document used by insurance carriers to detail medical services rendered by a health care provider; the cost of services and materials, copays, coinsurance, or deductibles paid by a covered individual; and amounts paid by the insurance company. After an individual seeks medical attention and provides insurance information for billing, an EOB is sent to the primary insured person, either by mail or electronically.
Family Educational Rights and Privacy Act of 1974 (FERPA)	The Family Educational Rights and Privacy Act is a federal statute that protects the privacy of student educational records that are maintained by educational institutions that receive funding under a program administered by the U.S. Department of Education. Among other things, FERPA also provides certain access rights to eligible students.
Family Medical Leave Act of 1993 (FMLA)	The Family Medical Leave Act of 1993 provides certain employees with up to 12 weeks of unpaid, job protected leave per year and requires that the employee's health benefits be maintained during the leave.
Final Determination and Final Outcome Letter	The final determination is the outcome of an HDSM complaint, investigation and adjudication in which responsibility for the charges is determined. The written determination of the Hearing Panel is sent to the Complainant and Respondent simultaneously and becomes a final determination on the date when options to appeal the result expire. If an appeal is filed, the written determination becomes a final determination when the result of the appeal is issued. The final outcome letter states the disposition, applicable sanctions, and rights to appeal. If sanctions are imposed, the letter will indicate the disciplinary action taken, the date of the disciplinary action, and its duration.
Forensic Nurse Examiner (FNE)	Forensic Nurse Examiner is a registered nurse who is specially trained to provide medical forensic care to a survivor of a physical assault, including sexual abuse and sexual assault.
Formal Rules of Evidence	This refers to Federal Rules of Evidence which govern the introduction of evidence at civil and criminal trials in United States federal trial courts.
Gender	Gender is a range of characteristics pertaining to, and differentiating between, masculinity and femininity. These characteristics may include gender roles and gender identity.
Gender Identity and Gender Expression	Gender identity is an individual's psychological gender identification. It is not always based on sex assigned at birth. Gender identity is distinctly different from sexual orientation. Gender expression refers to external characteristics deemed masculine or feminine, such as dress, speech, behavior, grooming, or social interactions.

Harassment	Harassment is a form of discrimination in which unwelcome verbal, visual, or physical conduct is directed toward an individual because of an individual's actual or perceived membership in one or more of the protected categories listed in the College's non-discrimination statement. Conduct does not have to include an intent to harm, be directed at a specific person, or involve repeated incidents to be prohibited under this policy. Hostile environment harassment occurs when the unwelcome conduct is sufficiently severe, or pervasive that it interferes with an individual's employment, academic performance, or participation in College programs or activities, and creates a working, learning, program, or activity environment that a reasonable person would find intimidating, hostile, or offensive. Harassing conduct may be verbal (e.g., spoken), visual (e.g., private or public display of words or pictures, including sexual images and cyber communications), or physical (e.g., non-consensual sexual contact).
Genetic Information Nondiscrimination Act of 2008	The Genetic Information Nondiscrimination Act of 2008 prohibits discrimination on the basis of genetic information with respect to health insurance and employment.
Hazing	Hazing is recklessly or intentionally endangering the health or safety of a student or students, or inflicting bodily injury on a student or students in connection with or for the purpose of initiation, admission into or affiliation with or as a condition for continued membership in a club, organization, association, fraternity, sorority, or student body regardless of whether the student or students so endangered or injured participated voluntarily in the relevant activity.
Hearing Panel	A hearing panel conducts a hearing to interview and question the complainant, respondent, third-party witnesses whose testimonies may be relevant for making a finding, and otherwise to review evidence, when there is a HDSM complaint. The hearing panel also supervises the cross-examination of the complainant, respondent, and witnesses by the parties' advisors.
Heightened Confidentiality	Heightened confidentiality may be requested by a complainant when charge(s) of a violation of the HDSM policy have been reported to the Title IX and 504 Coordinator. If the Title IX and 504 Coordinator grants an individual's request for heightened confidentiality, the College will only investigate the complaint to the extent possible without sharing information about the charges. Under heightened confidentiality information about the charges is not shared with the respondent and there is no formal or informal complaint process. In such circumstances the College's response to the complaint may be limited.
Incapacitation	Incapacitation occurs when an individual is incapable of self-care and consequently cannot make informed, rational judgments about whether or not to engage in sexual activity. An incapacitated individual may be temporarily or permanently mentally or physically helpless, asleep, unconscious, or unaware of his or her surroundings (or that sexual activity is taking place), or otherwise incapable of making informed, rational judgments and decisions. This may or may not be due to alcohol or drug consumption or some other physical or mental health condition. Some signs of incapacitation include, but are not limited to, an individual who is unaware of where he or she is, or is unable to stand up and walk without assistance. A person initiating sexual activity should attempt to discern if his or her desired partner is incapacitated. If a reasonable

person, in the respondent's place, could have known, or should have known that the complainant was incapacitated, then regardless of the actions of the complainant, consent cannot be obtained.

Investigative Report	An investigative report is a document written by investigators that details evidence and testimony that is provided by the complainant, respondent, witnesses, and through the investigators' own discovery or inspections, and which may have a bearing on the charges included in the complaint. The investigative report does not draw conclusions or determine if a preponderance of evidence supports the charges.
Mandatory Reporter	An employee of the College who is not able to accept a confidential report of harassment or discrimination, including sexual misconduct under this policy. Mandatory reporters are obligated to notify the Title IX and 504 Coordinator or a Deputy Coordinator following the receipt of information about alleged violations of the College's HDSM policy.
Non-Consensual Sexual Intercourse	An act of penetration (i.e., anal, oral, or vaginal), however slight, with any body part or any object, by one person upon another person without consent.
Non-Consensual Sexual Touching	Non-consensual sexual touching is intentional and unwelcome sexual touching (including undressing or sexually exposing another person) without their consent. It also includes coercing or forcing, or attempting to coerce or force another person to touch themselves, or have sexual contact with another individual. Non-consensual sexual touching includes genital-genital or oral-genital contact not involving penetration; contact with the breasts, buttocks, or genital area, including over clothing; removing the clothing of another person; and kissing.
Objectively Offensive	Verbal, visual, or physical conduct is objectively offensive when there has been unwelcome conduct directed at an individual because of their membership in a protected class that is sufficiently severe or pervasive that it limits or denies a student's or applicant for admission's ability to benefit from the College's educational programs, using a reasonable person standard. In the case of employees the conduct must be sufficiently severe or pervasive to create an environment that a reasonable person would find hostile or abusive.
Office for Civil Rights (OCR)	The Office for Civil Rights (OCR) is part of the U.S. Department of Education whose mission "is to ensure equal access to education and to promote educational excellence throughout the nation through vigorous enforcement of civil rights." The OCR is responsible for resolving discrimination complaints against educational institutions on the basis of race, color, national origin, sex, disability, or age.

Personally Identifiable Information	Personally identifiable information for a student includes (but is not limited to) a student's name, the name of a student's parents or legal guardians, a student's college address, home address, personal identifiers (e.g., social security number, student identification number, etc.), or other information that may be used to identify an individual student. Personally identifiable information for a non-student employee includes the employee's name, job title, office location, home address, personal identifiers (e.g., social security number), or other information that may be used to identify an individual employee.
Physical Evidence Recovery Kit (PERK)	A Physical Evidence Recovery Kit (PERK) is a term used in the Commonwealth of Virginia to describe a container of materials, instructions, and checklists to collect and package specimens collected during a forensic exam following sexual assault. Ideally this type of forensic exam should be conducted within 72 hours of a physical assault. The term "rape kit" is commonly used by laypeople to describe a PERK. The forensic exam is conducted by a specially trained nurse, known as a Sexual Assault Nurse Examiner (SANE) or a Forensic Nurse Examiner (FNE).
Preponderance of the Evidence Standard	Under the College's Harassment and Discrimination Policy, the standard used to adjudicate administrative grievances and determine responsibility for charges of HDSM is a preponderance of the evidence standard. The preponderance of the evidence standard is met when the greater weight of evidence supports the determination at issue; that is, that the determination is "more likely than not" accurate or that the evidence points to at least a 51% probability that one side should prevail.
Protected Categories	A group of people with a common characteristic who are legally protected from discrimination on the basis of that characteristic. Protected categories may be created by federal, state, and local law, as well as College policy. Protected categories include race, color, sex (e.g., pregnancy, sexual orientation, gender identity and gender expression), religion, age, national or ethnic origin, family medical or genetic information, disability, familial, or veteran status.
Rape	Rape is an act of completed or attempted sexual intercourse or penetration (i.e., anal, oral, or vaginal), however slight, with any body part or any object, by one person upon another person without consent.
Reasonable Accommodations	For employees or job applicants with a disability (as defined by law) a reasonable accommodation is any change to the application or hiring process, to a job, to the way a job is done, or the work environment that allows an individual qualified for the job to perform the essential functions of that job and enjoy equal employment opportunities. Reasonable accommodations are also available to job applicants or employees to enable them to practice their religion. For applicants for admission or students with a disability or a religious conflict a reasonable accommodation is a modification or service that gives the student an equal opportunity to enjoy the benefits of the College's educational programs and activities. Accommodations are considered "reasonable" if they do not create more than a minimal burden on the operations of the College.

Reasonable Person	A reasonable person refers to a hypothetical person in society who exercises average care, skill, and judgment in their actions and who serves as a basis to set a standard for evaluating conduct alleged to be harassing.
Rehabilitation Act of 1973	The Rehabilitation Act of 1973 prohibits discrimination on the basis of disability in programs conducted by federal agencies, in programs receiving federal financial assistance, in federal employment, and in the employment practices of federal contractors.
Resolution	A resolution to all HDSM cases includes the final determination to a charge of HDSM, as well as any sanctions (if applicable), extensions of supportive measures beyond the conclusion of the resolution process, and other steps taken by the College to eliminate HDSM, prevent reoccurrences, and remedy the effects of HDSM on the complainant and campus community.
Retaliation	Retaliation occurs when an individual intimidates, threatens, coerces, or in any way discriminates or takes an adverse action against an individual because that individual is in the process of procuring any right or privilege secured by federal and state civil rights laws or has done so in the past. Protections against retaliation extend to individuals who bring concerns about possible civil rights problems to the College’s attention, including publicly opposing bias based violence or filing a complaint with the College, or any state or federal agency. Protections against retaliation also extend to individuals who testify or participate in any manner in an HDSM investigation or proceeding.
Review Committee	When the College receives a report that an act of sexual violence has been committed against a student, as mandated by Virginia law the Title IX Coordinator will report the charge to the Review Committee, which shall meet within 72 hours of receiving a report of an act of sexual violence. The College extends this requirement to acts of bias based violence against students and employees in any category of HDSM allegation. The members of the Review Committee will include at least a Title IX and 504 Coordinator or designee, a representative of Campus Police, and a student affairs representative. If the Review Committee determines that disclosure of the information regarding the alleged act of violence is necessary to protect the health and safety of the victim or other individuals, the representative of law enforcement on the Review Committee will forward information about the charge, including personally identifiable information, to the law-enforcement agency with jurisdiction for investigation of the alleged act. In other situations the Review Committee may make a report, without identifying information, to the appropriate Commonwealth’s Attorney.
Sex Discrimination	Sex discrimination (also known as gender-based discrimination) is prohibited by federal and state law. Sex discrimination occurs when there is adverse treatment of an individual or group of individuals because of sex, including pregnancy, sexual orientation, gender-identity, or gender expression. Sexual harassment (including sexual misconduct) is one type of sex discrimination prohibited by law. Employees are protected by civil rights laws from sex discrimination in the terms and conditions of their employment. Students and visitors are protected from sex discrimination that impacts their ability to participate in, or benefit from, the College’s educational programs and activities.

Sexual Assault

Sexual assault is any actual, attempted, or threatened sexual act with another individual without that person's consent. It includes but is not limited to:

- Intentional and unwelcome sexual touching (non-consensual touching) or coercing or forcing another person to touch themselves, or another individual;
- Any sexual act where force, violence, coercion, or deception is used;
- Any sexual act when a victim is unable to give consent;
- Rape or attempted rape;
- Hazing acts of a sexual nature;
- Sexual intimidation; and
- Non-consensual sexual intercourse.

Sexual Assault Nurse Examiner (SANE)

A Sexual Assault Nurse Examiner is a registered nurse who is specially trained to provide medical forensic care to a survivor of sexual abuse or sexual assault.

Sexual Exploitation

Sexual exploitation occurs when a person takes sexual advantage of another person for the benefit of anyone other than that person, without that person's consent. Sexual exploitation includes:

- Attempting to cause, or causing the incapacitation of another individual in order to gain a sexual advantage over such person. This may be done through alcohol, drugs, or any other means with the intent of compromising that individual's ability and agency to give affirmative consent to a sexual activity.
- Recording, videotaping, audiotaping, or photographing a sexual activity and/or an individual's intimate body parts (genitalia, groin, breasts, or buttocks) without consent.
- Disseminating or distributing images or media of private sexual activity and/or an individual's intimate body parts (genitalia, groin, breasts, or buttocks) without consent. This includes, but is not limited to, social media, text messaging, and the internet.
- Voyeurism or exceeding the boundaries of consent by allowing a third-party to observe a sexual act.
- Prostituting another individual.
- Recklessly and knowingly exposing or transmitting a sexual transmitted disease or infection to another individual.

Sexual Harassment

Sexual harassment includes a wide variety of behaviors ranging from verbal or visual harassment to unwelcome physical contact. Sexual harassment occurs when there is unwelcome conduct of a sexual nature, or unwelcome conduct of a non-sexual nature that is gender-based, and that is reasonably perceived as offensive and objectionable under both a subjective and objective assessment of the conduct. Sexual harassment encompasses conduct that is verbal, nonverbal, written, electronic, or physical. Sexual violence is considered a form of sexual harassment. Sexual harassment is a form of sexual discrimination.

Quid pro quo harassment occurs when there is an explicit or implied demand for sexual favors in exchange for some benefit (including a promotion, a raise, a good grade or recommendation) or to avoid some detriment (including termination, demotion, a failing grade, denial of a scholarship) in the workplace or in the classroom. By definition, it can only be perpetrated by someone in a position of power over another.

Tangible employment action harassment occurs when there is a significant negative change in an individual's employment status that occurs because of sex. This may include quid pro quo harassment, as well as significant negative changes in employment status enacted by a supervisor, because of an employee's sex, sexual orientation, gender identity, or gender expression.

Hostile environment sexual harassment is a particular type of sexual harassment. In cases involving employees, hostile environment sexual harassment occurs when unwelcome and offensive conduct of a sexual nature is sufficiently severe or pervasive that it creates a work environment that a reasonable person would consider intimidating, hostile, or abusive. Students experience hostile environment sexual harassment when they must endure conduct that is sufficiently severe or pervasive that it limits a student's ability to participate in or benefit from the school's educational program. A single, isolated incident of sexual harassment alone may create a hostile environment if the incident is sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to create a hostile environment, particularly if the harassment is physical.

Sexual Intimidation

Sexual intimidation occurs when one or more persons threatens or coerces another individual to engage in unwelcome conduct of a sexual nature. Sexual intimidation may include threats of a physical or financial nature, as well as threats to "out" a closeted individual.

Sexual Misconduct

Sexual misconduct is any unwelcome sexual conduct and includes acts perpetrated against another individual without consent. This includes: sexual assault, sexual harassment, non-forcible sex acts, sexual exploitation, domestic violence, stalking, and dating violence. Sexual misconduct may occur between strangers or acquaintances and is not gender specific.

Sexual Orientation

Sexual orientation refers to an individual's physical and/or emotional attraction to either the same or other genders. Sexual orientation includes attractions that are heterosexual, homosexual, bisexual, asexual, or pansexual in nature.

Sexual Stereotyping

Sexual stereotyping refers to the formation or promotion of a fixed idea or image of how men or women should behave, oftentimes conforming to traditional gender roles and behaviors.

Sexual Violence	Sexual violence refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent (e.g., due to the individual's age or use of drugs or alcohol, or because an intellectual or other disability prevents the individual from having the capacity to give consent). A number of different acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, sexual abuse, and sexual coercion. All acts of sexual violence are forms of sex discrimination prohibited by Title IX.
Stalking	Stalking is defined as a course of conduct involving more than one instance of unwanted attention, harassment, unwanted physical or verbal contact, use of threatening words and/or conduct, or any other course of conduct directed at an individual that could be reasonably regarded as alarming or likely to place that individual in fear of harm or injury, including physical, emotional, or psychological harm. Examples include, but are not limited to: following a person; appearing at a person's home, class, or work; continuing to contact a person after receiving requests to stop; leaving written messages, objects, or unwanted gifts; vandalizing a person's property; photographing a person; and other threatening, intimidating, or intrusive behavior. Cyber-stalking may involve the use of electronic media such as the internet, social networks, blogs, cell phones, or text messages.
Strict Confidentiality	Strict confidentiality is granted for all communications between parties in an HDSM complaint and licensed professional employees in the Student Health Center, Counseling Center, the Athletic Trainers Office, and the Chaplains employed by the College, as well as College employees who are supervised by the licensed professionals listed here. These individuals are authorized to receive reports of HDSM and are not required, or permitted to share personally identifiable information with other College personnel, including the Title IX and 504 Coordinator, unless the disclosing individual gives his or her consent to the disclosure, or in limited situations as required by law (e.g., in cases of alleged sexual misconduct involving a minor, or under conditions of imminent physical harm to other individuals).
Supportive Measures	Supportive measures are individualized services offered without charge to the Complainant and the Respondent, whether or not a formal complaint has been filed. Supportive measures are designed to restore or preserve equal access to the College's educational programs or activities without unreasonably burdening the other party. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures.
Threat Assessment	A threat assessment occurs within 72 hours after the College's Title IX Coordinator has received a report that an act of bias based violence has been committed against a student. The threat assessment is conducted by the Review Committee, which includes the Title IX Coordinator (or a Deputy Title IX Coordinator), a representative from Campus Police, and a representative from the Office of Student Affairs. The purpose of the threat assessment is to determine if the alleged act of bias based violence should be reported to the

law enforcement agency with jurisdiction for investigation in order to protect the health or safety of the complainant or other individuals.

Title IX Coordinator	The Title IX and 504 Coordinator oversees resolution of HDSM complaints, training, and policy implementation at the College. The Title IX and 504 Coordinator is responsible for addressing systematic problems at the institution involving HDSM and is available to meet with any individual in the community regarding concerns about issues, processes, incidents, patterns, or problems. All reports of HDSM must be directed to the Title IX and 504 Coordinator or other designated officials as indicated in the policy.
Title IX of the Education Amendments of 1972	Title IX of the Education Amendments of 1972, is a federal civil rights law, 20 U.S.C. § 1681, that prohibits discrimination on the basis of sex in educational institutions that receive federal education funding. The law states, "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance." Title IX prohibits sex-based discrimination against both men and women students, employees, and visitors seeking to participate in the College's educational programs and activities. The College has an exemption to Subpart C of Title IX with respect to recruitment and admission of students.
Title VI of the Civil Rights Act of 1964	Title IV of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin in any program or activity that receives federal funds or other federal financial assistance.
Title VII of the Civil Rights Act of 1964	Title VII of the Civil Rights Act of 1964 prohibits discrimination against employees and job applicants on the basis of race, color, religion, gender, pregnancy, and national origin, by any U.S. employer with 15 or more employees.
Titles I and II of the Americans with Disabilities Act of 1990	Title I of the Americans with Disabilities Act of 1990 prohibits private employers, state and local governments, employment agencies and labor unions from discriminating against qualified individuals with disabilities in applying for jobs, hiring, firing, and job training. Title II prohibits schools, including nursery, elementary, secondary, undergraduate, or postgraduate private schools, from discriminating against qualified students or applicants for admission who have defined disabilities.
Undue Hardship	An undue hardship refers to a disability or religious accommodation that can only be implemented with significant difficulty or expense. In addition to financial difficulty undue hardship also includes accommodations that are unduly extensive, substantial, or disruptive, or those that would fundamentally alter the nature or operations of the College.

Uniformed Services
Employment and
Reemployment Rights Act
of 1994 (USERRA)

The Uniformed Services Employment and Reemployment Act of 1994 is a federal statute that protects service members' and veterans' civilian employment rights. Under certain conditions, USERRA requires employers to reinstate qualified individuals back to work in their civilian jobs after military services. USERRA also protects service members from discrimination in the workplace based on their military service or affiliation.