



SAINT MARY'S COLLEGE OF CALIFORNIA

Nondiscrimination Based on Sex & Gender Annual Notice

Dear Saint Mary's College Community,

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity receiving Federal financial assistance."

- Title IX of the Educational Amendments of 1972 to the 1964 Civil Rights Act

Title IX prohibits sex/gender discrimination in all programs and activities offered by Saint Mary's College of California. It also requires us to be proactive in preventing discrimination and in responding to concerns and allegations of discrimination, include, but not limited to, harassment, assault, dating/domestic violence, and stalking. While the College's policy and procedures relating to Title IX and all forms of sexual misconduct are founded on the laws of the United State and State of California, they are also guided by the mission and values of our Lasallian institution.

Title IX

Title IX of the Education Amendments of 1972 is enforced by the U.S. Department of Education's Office for Civil Rights. A variety of activities are covered under Title IX, including athletic programs, recruitment and admissions, financial aid, and participation in co-curricular programs. Examples Title IX addresses are unequal treatment of pregnant and parenting students, gender equity in athletics, or unequal pay based on gender. Sex discrimination also includes sexual harassment (which encompasses sexual assault and other forms of sexual misconduct). **Saint Mary's College complies with Title IX and does not discrimination on the basis of sex in education programs or employment. We comply with all applicable federal and state laws regarding nondiscrimination and equal opportunity.**

Policy & Procedures

CLICK HERE

for the 2024-2025 Sex-Based Discrimination & Harassment, Sexual Misconduct, & Retaliation Policy

Reporting to the College

Saint Mary's College encourages anyone who experiences sex-based discrimination, sexual harassment, or any form of sexual misconduct to report. Reporting allows for staff to connect with the person(s) who experienced the behavior and share information on the resources, support, and options available in response. The following are ways to report:

1) **Online Reporting Form:**



2) **Title IX Coordinator:**

Jess Varga
jev7@stmarys-ca.edu
(925) 631-4055
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3) **Campus Safety** - 24/7 availability

For immediate response, emergencies, and medical support
(925) 631-4282

4) **Mandatory Reporters** - all SMC employees

(faculty, staff, coaches, RAs, administrators) are mandated to report to the Title IX Coordinator any notice or disclosures they receive related to Title IX/sexual misconduct.

Confidential Resources

Saint Mary's College has designated certain people on-campus as 'confidential' - meaning they will not report disclosures of Title IX-related behavior or other sexual misconduct **unless** the person sharing permits them to, or license, ordination, or laws requires them to share. The following are the on-campus confidential resources:

- **Counseling & Psychological Services (CAPS)**
 - (925) 631-4364
 - Augustine Hall - Ground Floor
 - Available to all enrolled undergraduate and graduate students
 - Acting within licenses and in clinician capacity
- **Megan Gallagher, Director of The CARE Center**
 - (925) 631-4193
 - mag7@stmarys-ca.edu
 - Augustine Hall - Ground Floor
 - Available to all students
- **Ordained Clergy acting as a faith advisor**
 - Available to any person who seeks support through faith advisors
 - Find available multi-faith persons through Office of Mission and Ministry
- **Employee Assistance Program (EAP)**
 - For Employees
 - Claremont EAP
 - (800) 834-3773
 - Mutual of Omaha EAP
 - (800) 316-2796

Further information on Confidential support:
<https://www.stmarys-ca.edu/about/title-ix/title-ix-resources>

Information for Mandated Reporters

All employees, *unless designated confidential*, are required to report **any** notice or knowledge of sex-based discrimination, including sexual harassment, sexual assault, dating/ domestic violence, or stalking to the Title IX Coordinator, Jess Varga.

For support in completing your reporting obligations, an in-depth FAQ page is available on the Title IX website:

[FAQ page for Mandated Reporters](#)

Privacy

The Title IX Coordinator will seek to protect the privacy and confidentiality of all individuals involved in any report of alleged sexual misconduct to the extent possible and allowed by law. The Title IX Coordinator cannot guarantee confidentiality, however, requests for confidentiality will be assessed in the context of the College's responsibility to provide a safe and nondiscriminatory environment. Offices and persons outside of the Title IX Support & Compliance Office will be informed of situations on a need to know basis for support in implementing any Supportive Measures and/or Resolution Processes.

Reporting to Law Enforcement

All persons are encouraged to report crimes to the police, and support reporting is available through Campus Safety and/or the Title IX Coordinator. Saint Mary's College is within the jurisdiction of Moraga Police Department.

Emergencies: 9-1-1

Non-Emergency Number: (935) 888-7055

Supportive Measures Available

The College will offer and implement appropriate and reasonable supportive measures to the persons involved in an alleged incident of sex/gender-based discrimination and harassment, other sexual misconduct, and/or retaliation. Supportive measures are non-disciplinary, non-punitive individualized services. They are offered, without fee or charge to the persons, to restore and preserve access to the College's education program and activity, including measures designed to protect the safety of all persons and/or the College's educational environment and/or to deter discrimination, harassment, other misconduct, and/or retaliation.

A Formal Complaint to pursue an investigation or resolution process is not required to receive Supportive Measures

Supportive Measures include, but are not limited to:

- Referral to confidential medical and/or mental health services
- Referral to community-based organizations and service providers
- Education to the College community and/or community subgroup(s)
- Campus housing adjustments
- Altering work arrangements for employees and student-employees
- Safety planning, such as increased security and monitoring areas
- Implementing contact limitations between parties (No Contact Directives)
- Transportation safety planning
- Academic support (e.g., requesting extensions, make-up work, or other course-related matters)
- Timely Warnings

All Saint Mary's College community members have rights and responsibilities to ensure our learning, living, and working environments are free from sex-based discrimination and sexual violence. Support is available, education and prevention programs occur throughout the year and can be requested as wanted for classes, organizations, residence halls, and departments. We can make Saint Mary's College a place where all persons are respected and can thrive with equal opportunities to the benefits and offerings available.

Here is to a wonderful, safe, and healthy 2024-2025 year. Go Gaels!

Sincerely,
Jess Varga
Title IX Coordinator