

SPST Policy: CCP 13
Equity Compliance Officer

Adopted: 6/30/2015

Updated: 7/27/2015

1. Saint Paul School of Theology is committed to the fair and equitable treatment of all students, employees, and visitors at our campuses at Church of the Resurrection and Oklahoma City University, as well as the Fox Hill administration and faculty offices.

2. Each year the President will appoint (or reappoint) an Equity Compliance Officer (ECO) who reports to the President and is a full time employee of the seminary. All students and employees will receive annual notification about the ECO and his or her contact information, along with a description of the duties and responsibilities described herein. This information will be posted on both campuses and at the Fox Hill offices, as well as published in the *Community Handbook*.

3. The Equity Compliance Officer, appointed by and reporting to the President, serves as the single point of reporting any concerns or complaints related to the following federal regulations:

Title IX of the Education Amendments of 1972 – Sex Discrimination (34 CFR 106)

Section 504 of the Rehabilitation Act of 1973 – Disability Discrimination (34 CFR 104)

Age Discrimination Act of 1975 (34 CFR 110)

Title VI of the Civil Rights Act of 1964 – Racial Discrimination (34 CFR 100)

4. A student, employee, or visitor should contact the ECO directly with any suspected violations of equitable treatment. The ECO, in consultation with the President, will then assign the matter for investigation and resolution as appropriate. The findings and recommendation of the designated investigator will be submitted to the ECO for final action, pending consultation with the President.

5. Should the issue presented to the ECO concern the President of Saint Paul School of Theology, the ECO will inform the Chair of the Board of Trustees, who will consult on the investigation, findings, and potential action resulting from the complaint in lieu of the President.

6. Reports to the ECO will be treated as confidential to protect those reporting and suspected of violations.

7. The ECO will receive annual training appropriate to the level of familiarity and knowledge around these federal requirements.