



DOMINICAN
UNIVERSITY
NEW YORK

TITLE VI POLICY

UPDATED AUGUST 2026

I. Introduction

Dominican University New York (“the University”) is committed to providing a work and academic environment that is free of unlawful discrimination. In keeping with this commitment, this policy intended to further the goal and set forth important definitions, standards of conduct and descriptions of prohibited conduct.

The University complies with Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d et seq.; its implementing regulations at 34 C.F.R. Part 100; and applicable provisions of New York law, including New York Education Law § 6436-a.

Discrimination prohibited by Title VI includes discrimination based on actual or perceived race, color, national origin, ancestry, ethnicity, or shared ancestry or ethnic characteristics when such conduct is prohibited by federal law. The University also prohibits retaliation against any individual who reports alleged discrimination, participates in an investigation, or otherwise exercises rights protected by this Policy.

The University is committed to responding promptly, equitably, and impartially to reports of conduct prohibited by this Policy, while respecting the rights of all individuals involved.

II. Scope

This Policy applies to all members of the University community, including:

- Students
- Applicants for admission
- Faculty
- Administrators
- Staff
- Volunteers
- Vendors;
- Student organizations;
- Third parties participating in University sponsored programs or activities.

This Policy applies to conduct occurring:

- On University-owned or controlled property;
- During University-sponsored programs or activities, regardless of location;
- Through electronic communications or online platforms when the conduct affects a University-sponsored educational program or activity; and
- Off campus when the conduct may create or contribute to a hostile educational environment or otherwise interfere with a person’s ability to participate in or benefit from the University’s educational programs or activities.

Nothing in this policy limits the University's authority to address conduct that may violate other University policies or standards of conduct.

III. Statement of Non-Discrimination

Title VI of the Civil Rights Act of 1964 provides that:

“No person in the United States shall, on the basis of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.” 42 U.S.C. §§2000d.

The University prohibits discrimination, harassment based on the protected status of an individual's race, color, or national origin in the administration of any of its educational programs and activities or in its employment practices.

This policy applies to all members of the University community, including faculty, staff, students, volunteers and student organizations. The application of this Policy includes conduct both on and off-campus.

The University also prohibits retaliation in any form against any persons for their participation or involvement in the reporting, investigation, and/or resolution of matters reported or subject to this policy.

IV. Relationship to Other University Policies

This Policy supplements, and does not replace, other University policies, including, but not limited to, the following:

- Student Code of Conduct;
- Discrimination and Harassment;
- Equal Opportunity/Affirmative Action;
- Title IX and Sexual Misconduct.

Conduct that violates this Policy may also violate one or more additional University policies. In the event of any conflict between this Policy and other University policies, the stricter standard and more protective measure shall apply. The University reserves the right to investigate and resolve matters under multiple policies where appropriate.

V. Definitions

The following definitions apply solely for purposes of administering this Policy. They are intended to facilitate the University's response to reports of discrimination and are not intended to alter, expand, or limit the meaning of Title VI or other applicable law.

A. Race refers to an individual's actual or perceived race or racial characteristics including discrimination because an individual belongs to, or is perceived to belong to, a particular racial group.

B. Color refers to a person's skin pigmentation, complexion, shade or tone, regardless of race or national origin.

C. National origin refers to an individual's actual or perceived place of origin, ancestry, ethnicity, birthplace, linguistic characteristics, accent, or cultural identity associated with a particular country or region.

D. Shared ancestry or ethnic characteristics refer to individuals that share actual or perceived ancestry, ethnicity or ethnic characteristics, or citizenship or residency in a country with a dominant religion or distinct religious identity.

E. Discrimination means treating an individual or group differently, denying benefits, excluding participation, limiting opportunities, or otherwise subjecting an individual person to adverse treatment because of a protected characteristic covered by this Policy.

F. A Complainant is an individual alleging to have experienced conduct prohibited by this Policy. The University may initiate an investigation even where the affected individual does not wish to participate if the University determines that doing so is necessary to protect the campus community or comply with applicable law.

G. A Respondent is an individual or group alleged to have violated this Policy.

H. Harassment means unwelcome, verbal, written, visual, electronic or physical conduct based on race, color, national origin, or shared ancestry or ethnic characteristics that, under the totality of the circumstances, is sufficiently severe or pervasive to create a hostile environment by limiting or denying a person's or group's ability to participate in or benefit from the University's educational programs or activities.

I. Hostile environment is an environment that limits a person's ability to participate in or benefit from the educational program. The offending conduct may be:

- directed at a particular Complainant;
- directed at a group of students;
- generally disseminated in the educational environment; or
- directed at no one in particular, but sufficiently severe or pervasive that it affects members of a protected group.

Whether harassing conduct creates a hostile environment is determined by a totality of circumstances, including the context, nature, scope, frequency, duration, and location of the harassment based on race, color or national origin. Other factors considered in this analysis are the identity, number, age, and relationship of the persons involved. Conduct may create a hostile environment even when it is not directed at a specific student, particularly where it is widespread

or occurs in common areas, classrooms, online forums, demonstrations, or other setting affecting the educational environment.

J. Preponderance of the evidence is the standard used by the University for Title VI complaints. This standard requires the decision-maker to determine whether it is more likely than not that the alleged conduct occurred.

K. Retaliation is any adverse action taken against an individual because the individual filed a complaint of discrimination or harassment, or participated in an investigation or proceeding. Examples of retaliation include intimidation, threats, coercion, discrimination, termination, demotion, or other adverse action. Retaliation is prohibited regardless of whether the underlying complaint is ultimately substantiated, provided that the complaint or participation was made in good faith.

VI. Reporting

All members of the University community, including students, faculty and staff are strongly encouraged to report all violations of this Policy and cooperate in the application of this Policy, including any investigation commenced under this Policy. Any person who knowingly misrepresents the truth, or whose willful action or inaction obstructs the application of this Policy, will be subject to disciplinary action.

All complaints made under this Policy should be directed to the Title VI Coordinator. The Title VI Coordinator is Jonathan Delgado, Associate Dean of Students and can be contacted at 845-848-5012 / 845-848-4080 and Jonathan.Delgado@duny.edu

Upon receiving a report of discrimination, the Title VI Coordinator shall offer supportive measures to the Complainant. Confidentiality will be maintained to the extent required by law and to the extent possible considering the obligations imposed by this Policy and the law.

VII. Investigation and Resolution Procedures

The time frames set forth below may be extended for good cause.

A. Initial Assessment

Upon receipt of a report or complaint alleging conduct prohibited by this Policy, the Title VI Coordinator shall conduct an initial assessment to determine whether the allegations, if true, would constitute a potential violation of this Policy, whether the University has jurisdiction, whether supportive measures are appropriate, and whether the matter should be referred to another University office or external agency. The Title VI Coordinator may dismiss or refer matters that do not fall within the scope of this Policy, while providing written notice of the referral to the reporting party, as appropriate. An initial assessment will ordinarily be completed within five business days upon receipt of a report or complaint.

B. Supportive Measures

At any stage of the process, the University may implement reasonably available supportive measures designed to restore or preserve equal access to the University's educational programs or activities, protect the safety of the parties and the campus community, and prevent retaliation. Supportive measures are non-disciplinary, non-punitive, and shall be offered as appropriate regardless of whether a formal investigation is initiated.

C. Notice of Allegations

If the University initiates a formal investigation, the Title VI Coordinator shall provide the Complainant and Respondent with written notice of the allegations, the provisions of this Policy alleged to have been violated, the identity of the assigned investigator, the prohibition against retaliation, and each party's opportunity to present witnesses, evidence, and other relevant information.

D. Investigation

The University shall conduct a prompt, thorough, reliable, and impartial investigation. The investigation may include interviews of the parties and witnesses and the collection and review of documentary, electronic, photographic, video, and other relevant evidence. The investigation will ordinarily be completed within sixty calendar days.

The parties shall have an equal opportunity to present witnesses, submit relevant evidence, identify additional sources of information, and respond to information obtained during the investigation.

E. Review of Evidence

Before the investigative report is finalized, the parties shall be provided a reasonable opportunity to review the evidence that the Investigator considers relevant to the allegations and to submit a written response within the time established by the Investigator. The Investigator shall consider any timely response before finalizing the investigative report. The Investigator shall objectively evaluate all relevant evidence, including both inculpatory and exculpatory evidence, and shall not make credibility determinations based solely on a person's status as a Complainant, Respondent, or witness.

F. Investigative Report

Following completion of the investigation, the Investigator shall prepare a written investigative report summarizing the relevant evidence, the facts established during the investigation, any credibility determinations that are necessary to resolve disputed factual issues, and the Investigator's findings of fact. The investigative report shall be provided to the Decision Maker.

G. Determination

The Decision Maker, who shall not be the Title VI Coordinator or Investigator, shall independently review the investigative report and all relevant evidence. Using the preponderance

of the evidence standard, the Decision Maker shall determine whether the Respondent violated this Policy. The determination will ordinarily be completed within ten business days after receipt of the investigative report.

The written determination shall include:

1. a summary of the allegations;
2. findings of fact;
3. the application of this Policy to the facts;
4. the determination regarding responsibility;
5. any disciplinary sanctions imposed, where applicable;
6. any remedies designed to restore or preserve equal access to the University's educational programs or activities; and
7. information regarding the appeal process.

H. Appeals

Either party may appeal the written determination on one or more of the following grounds:

1. a procedural irregularity that materially affected the outcome;
2. new evidence that was not reasonably available at the time of the investigation and could materially affect the outcome; or
3. a conflict of interest or bias on the part of the Title VI Coordinator, Investigator, or Decision Maker that materially affected the outcome.

The appeal must be filed within ten business days. An Appeal Officer who was not previously involved in the matter shall review the appeal and issue the University's final written decision. The Appeal Officer may affirm, modify, reverse or remand the determination for further investigation or reconsideration.

VIII. Informal Resolution

When appropriate and upon consent of all parties, the University may facilitate an informal resolution. Where the University determines it would be inappropriate based on the nature of the allegations or other relevant circumstances, informal resolution will not be used.

IX. Training and Recordkeeping

The University will deliver annual training on Title VI to all students and employees through the Vector Solutions Module. The University shall maintain records of reports, investigations, determinations, remedies, appeals and training in accordance with applicable law and record retention requirements.

X. External Reporting

Any person, whether they have used University procedures under this Policy or not, may file a complaint regarding discrimination on the basis of race, color or national origin with the Office of Civil Rights using the electronic complaint form at <https://ocrcas.ed.gov/> or by mail to the OCR Regional Office at:

Office for Civil Rights
U.S. Department of Education, Office for Civil Rights- New York Enforcement Office
32 Old Slip, 26th Floor
New York, NY 10005-2500
(646) 428-3800
OCR.NewYork@ed.gov

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