

NOTICE OF NON-DISCRIMINATION

related actions, such as disclosing crime statistics or sending campus notifications.

Linfield University ("University") does not discriminate and prohibits discrimination against any individual based on any category protected under applicable federal, state, or local laws.

Accordingly, the University does not discriminate, and strictly prohibits unlawful discrimination on the basis of race (including traits historically associated with race, such as hair texture and protected hairstyles), color, religion, creed, national origin, ancestry, sex (including pregnancy, childbirth, or related medical conditions), gender, gender identity or expression, age, sexual orientation, physical or mental disability, citizenship, genetic information or predisposing genetic characteristics, marital status, familial status, domestic violence victim status, caregiver status, military status, including past, current, or prospective service in the uniformed services, or any other category or characteristic protected by applicable law.

Delegation of Duties

Obligations in this policy assigned to a particular title, such as the Title IX Coordinator, may be designated as appropriate by the University, including to external professionals.

Conflicts of Interest or Bias

Any individual carrying out any part of this policy shall be free from any actual conflict of interest or demonstrated bias that would impact the handling of a matter.

Should the Title IX Coordinator have a conflict of interest, the Title IX Coordinator is to immediately notify the Deputy Title IX Coordinators who will either take, or reassign, the role of Title IX Coordinator for purposes of carrying out the handling and finalization of the matter at issue. Should any Investigator, Decisionmaker, or Appeals Officer have a conflict of interest, the Investigator, Decisionmaker, or Appeals Officer is to notify the Title IX Coordinator upon discovery of the conflict so that the Title IX Coordinator may reassign the role as appropriate.

This policy will note where Parties can challenge the participation of any individual implementing it based on conflict of interest or bias.

Crime and Incident Disclosure Obligations

The Clery Act is a federal crime and incident disclosure law. It requires, among other things, that the University report the number of incidents of certain crimes, including some of the Prohibited Conduct in this policy, that occur in particular campus-related locations. The Clery Act also requires the University to issue a warning to the community in certain circumstances.

In addition to Clery Act reporting obligations, the University is required to submit a report to the Higher Education Coordinator Commission for the State of Oregon to comply with https://www.oregonlegislature.gov/bills_laws/ors/ors350.html ORS 350.345.

In the statistical disclosures and warnings to the community, the University will ensure that a Complainant's name and other identifying information is not disclosed.

The Coordinator will refer information to the Senior Director of Safety and Risk Management, when appropriate, for a determination about Clery-