Sexual Harassment and Discrimination Information

Compliance with the law is the responsibility of all members of the Saint Leo campus community. But certain federal laws require that Saint Leo University designate and publish specific information about those staff members who have primary responsibility for compliance with those laws. The laws requiring designation include the Age Discrimination Act of 1975, Section 504 of the Rehabilitation Act of 1973, and Title IX of the Education Amendments of 1972. Coordinators for the University are listed below, and a brief description of these laws is included at the end of this designation announcement.

Who do you call?

**Title IX Coordinator**

Vicki Wiggins  
*Regulatory & Equity Administrator*  
Saint Francis Hall  
Second Floor, Room 206  
33701 S.R. 52  
Saint Leo, FL 33574  
(352) 588-7114  
vicki.wiggins@saintleo.edu

* Duties and Responsibilities: Monitoring and oversight of overall implementation of Title IX compliance at the University. Works with Student Services, Human Resources, and Professional Development, as applicable, on the coordination of training, education, communications, and administration of grievance procedures for faculty, staff, students and other members of the University community.
Deputy Title IX Coordinators

For all students:

**Kenneth Posner**  
*Associate Vice President for Student Services*  
Student Activities Building  
First Floor, Room 118  
33701 State Road 52  
Saint Leo, FL 33574  
(352) 588-8992  
[kenneth.posner@saintleo.edu](mailto:kenneth.posner@saintleo.edu)

**Ana DiDonato**  
*Assistant Vice President of Student Services*  
Student Activities Building  
First Floor, Room 118  
33701 State Road 52  
Saint Leo, FL 33574  
(352) 588-8992  
[ana.didonato@saintleo.edu](mailto:ana.didonato@saintleo.edu)

If you have a complaint against another student for discrimination of any type, including but not limited to disability discrimination, age discrimination, sexual harassment, sex discrimination, or sexual assault, you should contact any of those noted here. The Associate/Assistant Vice President for Student Services is responsible for compliance for matters involving students, including training, education, communication, and administration of the Code of Student Conduct for all complaints against students. If you are a student with a complaint against a faculty or staff member, or visitor, you should contact one of the deputies listed above.

For faculty, staff, and visitors:

**Sheri Neshiem**  
*Associate Vice President of Human Resources*  
Saint Francis Hall  
First Floor, Room 102  
33701 State Road 52  
Saint Leo, FL 33574  
(352) 588-8857  
[sheri.neshiem@saintleo.edu](mailto:sheri.neshiem@saintleo.edu)

If you are an employee and you have a complaint against a faculty or staff member or visitor for discrimination of any type, including but not limited to disability discrimination, age discrimination, sexual harassment, sex discrimination, or sexual assault, you should contact the Office of Human Resources. The Director of Human Resources is responsible for Title IX compliance for matters involving faculty and staff, including training, education, communication, and administration of the grievance procedure for all complaints against faculty, staff and visitors.

**Additional Resources for Sexual Misconduct**

Vincent “Mike” D’Ambrosio  
Campus Security and Safety, Sergeant of Operations  
Campus Safety Building  
33701 State Road 52  
Saint Leo, FL 33574  
(352) 588-8439  
[Vincent.Dambrosio@saintleo.edu](mailto:Vincent.Dambrosio@saintleo.edu)

For Department of Intercollegiate Athletics Gender Equity concerns:
If you have a complaint about gender equity in the University’s athletics programs, you should contact Fran Reidy, who is responsible for Title IX Compliance in matters related to gender equity in Saint Leo athletics programs.

**Michelle Edwards**  
Senior Woman Administrator  
Associate Athletic Director  
(352) 588-7314  
Michelle.edwards05@saintleo.edu

**Description of Laws Requiring Coordinator Designation**

**Age:** The Age Discrimination Act of 1975 is a federal law that prohibits “prohibits discrimination on the basis of age in programs or activities receiving Federal financial assistance. The [Age Discrimination] Act permits federally assisted programs or activities, and recipients of Federal funds, to continue to use age distinctions and factors other than age that meet the requirements of the Act.” See 34 CFR §§110.1. With only a narrow exception for programs or activity receiving Federal financial assistance for employment under the Job Training Partnership Act (29 U.S.C. 1501 et seq.), the Age Discrimination Act does not cover employment. See 34 CFR §110.2.

**Disability:** Section 504 of the Rehabilitation Act of 1973 prohibits discrimination based on disability in programs or activities receiving federal financial assistance. Title III of the Americans with Disabilities Act of 1990 (the ADA) prohibits discrimination based on disability in public accommodations, including private institutions of higher education.

**Sex Discrimination, Harassment, and Sexual Assault:** Title IX of the Education Amendments of 1972 is a federal law that prohibits sex discrimination in education. It provides in relevant part that no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance. Sex discrimination includes sexual harassment, sexual assault and sexual violence. While it is often thought of as a law that applies to athletic programs, Title IX is broader than just athletics.