

## Office of Institutional Equity (OIE) Newsletter

[www.wku.edu/institutionalequity](http://www.wku.edu/institutionalequity)



### A Message from the Executive Director

Dear Campus Community,

Welcome to a new academic year! As we begin this season of learning, growth, and connection, I want to take a moment to reaffirm the Office of Institutional Equity's dedication to ensuring compliance with Title VI, Title VII, Title IX, ADA, and other federal and state laws that prohibit discrimination and harassment. These protections are essential to maintaining a campus where everyone, regardless of their protected classifications, can have an equal opportunity to succeed.

The work of compliance is a shared responsibility as it cannot be done in isolation. Faculty and staff are often the first to witness or hear about incidents that may impact our students, faculty, staff, and community members. Your awareness, engagement, and understanding of your reporting responsibilities play a critical role in helping the Office of Institutional Equity address incidents appropriately. By partnering with us, you help ensure our campus remains free from discrimination and harassment, and a place where everyone belongs.

This newsletter is one of the ways we aim to keep you informed, engaged, and empowered. Inside you will find important information about our work related to Title IX, Title VI, ADA, and other relevant topics.

Thank you for being a vital part of this community.

Warm regards,  
Ena Demir  
Executive Director and Title IX Coordinator  
Office of Institutional Equity

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### Need to File A Report?

Please scan the QR Code or use this [form](#) to report incidents of sex discrimination (sexual assault, sexual harassment, dating/domestic violence, and stalking) and/or incidents of protected class discrimination, harassment, and retaliation.



### Training Opportunities: Stay Informed and Engaged

We encourage all faculty and staff to complete the online Title IX training provided by Catharsis Productions which can be found [here](#). This training is designed to deepen your understanding of your rights and obligations under Title IX, including your duty to report incidents of sex discrimination.

In addition to the online training, the Office of Institutional Equity, Office of Student, and Center for Innovative Teaching and Learning (CITL) are partnering to offer specialized training sessions focused on Title IX disclosures and reporting responsibilities. We invite all faculty and staff to sign up for one of the following training sessions:

#### Title IX Disclosures & Reporting

Date: Wednesday, August 27th, 2025

Time: 11:00am - 12:00pm

Location: HL 3002 (The Commons)

Click to [\*\*REGISTER\*\*](#)

or

#### Title IX Disclosures & Reporting

Date: Thursday, September 4th, 2025

Time: 11:00am - 12:00pm

Location: Zoom

Click to [\*\*REGISTER\*\*](#)

The Office of Institutional Equity also offers customized training sessions for faculty and staff on a range of topics including Title IX, Title VI, Title VII, ADA, and other issues related to discrimination and harassment. These sessions can be tailored to meet the specific needs of your department or unit and are available upon request. To schedule a training, please complete the [Training Request Form](#).

# COMPLIANCE UPDATES

## Understanding Title VI

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin, including shared ancestry or ethnic characteristics, in programs and activities receiving federal financial assistance. This important federal law ensures that all members of our university community have equal access to programs, services, and opportunities

To learn more about Title VI compliance at WKU, please visit the [Institutional Equity website](#).

## SARC Joins the Office of Institutional Equity

We are pleased to announce that the [Student Accessibility Center \(SARC\)](#), which provides support and accommodations for students with disabilities, now reports to the Office of Institutional Equity. This alignment strengthens our dedication to ADA compliance and supporting the success of all members of our campus community.

SARC will continue to provide individualized services and accommodations for students with disabilities while the Office of Institutional Equity will offer oversight and collaboration to ensure compliance with ADA, Section 504 of the Rehabilitation Act, and any other disability-related laws.

## Need Workplace Accommodations?

Scan the QR Code or click [here](#) to submit the Employee Accommodation Request Form to request workplace accommodations due to a documented disability.

If you would like to know more information about the ADA accommodation process, you can access this [training](#) or contact the ADA Coordinator, Chantel Gillenwater, at [chantel.gillenwater@wku.edu](mailto:chantel.gillenwater@wku.edu).



## Web Accessibility Regulations

Title II of the ADA provides that no qualified individual with a disability shall, by reason of such disability, be excluded from participation in or denied the benefits of the services, programs, or activities of a State or local government entity. Title II nondiscrimination requirements apply to all services, programs, and activities of public entities including those provided via the web and mobile apps.

Compliance Deadline for WKU: **April 24, 2026**; ongoing compliance with this final rule is required.

**Notice to Main Site Contacts**, please review all of your websites and republish them to ensure that they pass the accessibility check.

All electronic communication, including social media posts and emails, must be accessible.

Experiencing accessibility challenges? Contact the ADA Coordinator, Chantel Gillenwater, via email at [chantel.gillenwater@wku.edu](mailto:chantel.gillenwater@wku.edu) or by phone at 270-745-5462.

# RELEVANT INFO

## Request Accommodations Due to Pregnancy or Pregnancy-Related Condition

If you are a WKU student seeking accommodations because of pregnancy and/or pregnancy-related conditions, please complete this [Pregnancy Accommodation Request Form](#). If you have any questions, please contact Cindy Smith, at [cindy.smith@wku.edu](mailto:cindy.smith@wku.edu) or (270) 745-5121.



If you are a WKU employee seeking accommodations, other than parental leave, because of pregnancy and/or pregnancy-related conditions, please complete this [Employee Pregnancy Accommodation Request Form](#). If you have any questions, please contact Cindy Smith, at [cindy.smith@wku.edu](mailto:cindy.smith@wku.edu) or 270-745-5121.



If you are seeking parental leave, please follow the procedures outlined in [WKU's Paid Parental Leave Policy, No. 1.1400 and 4.6310](#) or contact [Human Resources](#) for questions or guidance.

## Need Supportive Services?

WKU Campus and Community Resources are available!

For a list of Resources for Pregnancy and Pregnancy-Related Conditions click [here](#)!

Additionally, a list of FAQ's related to student accommodations for pregnancy and pregnancy-related conditions can be found at [here](#)!

## Stop Campus Hazing Act

The Stop Campus Hazing Act (SCHA) was signed into law by President Biden on December 23, 2024. SCHA amends section 20 U.S.C. 1092(f) of the Higher Education Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, also known as the **Clery Act**. The SCHA Act renames the Clery Act as the Jeanne Cleary Campus Safety Act.

In general, **Hazing** is defined as any activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers them. The law prohibits intentional, knowingly, or reckless acts committed by a person(s) against another person(s) regardless of the willingness of such other person(s) to participate that cause any real or perceived physical harm or psychological injury.

If you are aware of any hazing involving a campus group, please [report it](#) as soon as possible.

Click [here](#) if you want more information about WKU's compliance with SCHA.

**Be on the lookout for a new Catharsis Hazing Training coming this year!**

# MEET THE TEAM



Photo of Ena Demir

## Ena Demir

Executive Director and Title IX Coordinator

Ena is responsible for overseeing all OIE functions, including development of policies and processes, investigations, OIE trainings, EEO matters, and ADA Services. As Title IX Coordinator, she is also responsible for coordinating the university’s response to all sex discrimination complaints and ensuring the university’s Title IX compliance.

Email: [ena.demir@wku.edu](mailto:ena.demir@wku.edu)

Phone: 270-745-6867

## Rodney Stewart

Investigator

Rodney is responsible for conducting impartial investigations pertaining to allegations of discrimination, harassment, and retaliation in accordance with WKU policies and applicable federal and state laws.

Email: [rodney.stewart@wku.edu](mailto:rodney.stewart@wku.edu)

Phone: 270-745-4515



Photo of Rodney Stewart

## Cindy Smith

Institutional Equity Administrative Specialist and Compliance Assistant

Cindy is responsible for oversight of the University’s OFCCP Affirmative Action Plan and facilitating pregnancy accommodation requests. She also manages all OIE’s administrative duties, specifically regarding investigations and ADA services. She also assists with budget questions and concerns.

Email: [cindy.smith@wku.edu](mailto:cindy.smith@wku.edu)

Phone: 270-745-5121



Photo of Cindy Smith

## Chantel Gillenwater

Institutional Equity Specialist and ADA Coordinator

Chantel serves as the point of contact for all employees and third-parties/visitors with disability accommodation requests and accessibility concerns. She also manages all OIE cases and databases, assists with OIE trainings, and maintains all aspects of OIE’s websites, including incident forms, training requests, marketing materials, etc.

Email: [chantel.gillenwater@wku.edu](mailto:chantel.gillenwater@wku.edu)

Phone: 270-745-5462



Photo of Chantel Gillenwater