

***Sexual Discrimination/Misconduct Policy, Rev. 4-30-19***  
***Indiana University of Pennsylvania***  
***Excerpt:***

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**N. Communication**

University-issued electronic mail (email) is the official means of communication among the Office of Social Equity/Title IX Office, Office of Student Conduct, Office of Human Resources, students and employees on all matters pertaining to violations of this policy. The University may choose additional alternate means of communication with students, employees, contractors, vendors or designated volunteers.

**O. Accommodations**

Any student who requires reasonable accommodation in order to ensure their full and equal participation in an investigation or proceeding under this policy should make those requests directly to the Office of Student Conduct personnel who will act in consultation with the Department for Disability Access and Advising (D<sup>2</sup>A<sup>2</sup>). Students do not have to disclose information about the complaint or allegation of sexual misconduct to request reasonable accommodation, except to the extent that it may assist in the determination of reasonable accommodations.

Any employee, vendor or volunteer who requires reasonable accommodation in order to ensure their full and equal participation in an investigation or proceeding under this policy should make those requests directly to the Office of Human Resources.

Examples of reasonable accommodation include, but are not limited to, sign language interpretation, real-time communication access during hearings, large print documents, extended time to review documents, assistance with transcribing questions during interviews or hearings, or reasonable accommodations that facilitate communication during the process.