

training, compensation, benefits, promotions, disciplinary actions and termination. All qualified students are accorded fair and equal opportunity to enter and continue in University employment on the basis of eligibility and qualifications.

The full text of the policy can be found at: <https://villanova.policytech.com/docview/?docid=1407&public=true>

Any violations of this policy or questions about its application should be reported to Mr. Raymond Duffy, the University Affirmative Action Officer and Associate Vice President for Human Resources who also serves as the University's Compliance Coordinator for Section 504 of the Rehabilitation Act, c/o Office of Human Resources, (610) 519-5135, raymond.duffy@villanova.edu.

## Non-Harassment Policy

It is the University's policy that all employees and students should be able to enjoy and work in an educational environment free from harassment of any nature. Harassment on any basis prohibited by law, including but not limited to, sex, race, color, religion, age, disability, veteran status, national or ethnic origin, sexual orientation, gender identity or expression, violates this policy. "Harassment" is defined as unwelcome conduct on any such basis prohibited by law, and that is severe or pervasive enough to create an educational or employment environment that a reasonable person would consider intimidating, hostile, or abusive. Harassment includes any such conduct that denigrates or shows hostility or aversion toward an individual or group of individuals, and that has the purpose or effect of creating an intimidating, hostile or offensive employment or educational environment.

Any questions regarding this policy should be directed to the Dean of Students Office or the Affirmative Action Officer, Department of Human Resources.

The full text of the policy can be found at:  
[https://www1.villanova.edu/villanova/hr/policies/university/discrimination\\_harassment.html](https://www1.villanova.edu/villanova/hr/policies/university/discrimination_harassment.html).

Retaliation against someone for bringing a concern forward or cooperating in the investigation of a complaint under this policy is a violation of this policy.

## Non-Payment of Amounts Due

In the event that, in the University's judgment, a student has failed to pay tuition, room and board, fees, fines or other amounts or charges due to the University by the date due, the University may, in its discretion, refuse to permit registration for classes or for space in the residence halls, and the University may withhold transcripts and the award of the University's degree and diploma.

## Non-Solicitation Policy

To avoid disruption of business operations or disturbance of faculty, staff, visitors, and students, the University has implemented a Non-Solicitation Policy prohibiting Solicitation or Commercial Solicitation, except under limited circumstances with prior written approval from the appropriate University official. Solicitation includes canvassing, soliciting or seeking to obtain membership in or support for any organization, requesting contributions, and posting or distributing handbills, pamphlets, petitions, and the like of any kind on University property or using University resources (including without limitation bulletin boards, computers, mail, e-mail and telecommunication systems, domain names, photocopiers, telephone lists and databases). Commercial Solicitation means peddling or otherwise selling, purchasing or offering goods and services for sale or purchase, distributing advertising materials, circulars or product samples, or engaging in any other conduct relating to any outside business interests or for profit or personal economic benefit, on University property or using University resources. Solicitation and Commercial Solicitation performed through verbal, written, or electronic means are covered by the

Non-Solicitation Policy. Items to be distributed or offered for sale, which contain University trademarks, names (including building names) or design elements (T-shirts, posters, etc.), must be approved by the Office of University Communication and Marketing.

Any Solicitation or Commercial Solicitation undertaken by a student, registered student club, or student organization, whether it be charitable, academic-related or for other purposes, must be approved by the Office of Student Involvement, conducted in compliance with the Student Handbook and procedures established by the Office of Student Life, and comply with all applicable laws and University policies, including, without limitation, laws related to copyright, trademark and other intellectual property, games of chance, safety and product liability. Solicitation by vendors, students or student organizations that relate to the promotion or consumption of alcoholic beverages or tobacco, or products that are contrary to the policies or mission of the University, are prohibited. Individual students or groups of students may not engage in solicitation for personal profit. Residence Halls are restricted areas and generally are not to be used for solicitation unless pre-approved by the Office of Residence Life.

Solicitation for Campus Ministry service activities must be pre-approved by the Office of Campus Ministry.

Solicitation for the Center for Peace and Justice activities must be pre-approved by the Center for Peace and Justice.

Any Solicitation or Commercial Solicitation undertaken by a student or student organization at a University athletic event or facility must be approved by the Athletic Department, and must be conducted in compliance with the Solicitation at Athletic Events policy established by that department.

Student violators of the Non-Solicitation Policy and/or procedures are subject to disciplinary action under the Code of Student Conduct.

Inquiries regarding the Non-Solicitation Policy should be directed to the Office of Student Involvement.

The University recognizes the value of charitable organizations and encourages students to be active participants in organizations that support or contribute to the mission of the University. With the exception of University authorized charitable giving campaigns such as the United Way, any charitable organization that wishes to solicit funds for a charitable donation must be sponsored by a recognized student organization, and obtain the approval of the Office of Auxiliary Services. The organization will be provided with a stamp or certification of approval. In addition, any Solicitation or Commercial Solicitation by a charitable organization at a University athletic event or facility requires the prior approval of the Athletic Department, and must be conducted in compliance with the Solicitation at Athletic Events policy established by that department.

## Non-Stereotypical Communications

All written and oral communication of administrators, faculty, staff, and students are to be consistent with the belief that all persons are sacred. Language used should respect the dignity and inherent worth of every individual regardless of age, ethnic or racial identification, gender, mental or physical ability, religious persuasion, sexual orientation, and social class. To be encouraged is a language which does not perpetuate stereotypes or unfairly characterize any individual on the basis of group identification.

## Parking Policies

All students must comply with all [Parking Regulations](#). All students must contact the Parking Office at 610-519-6989 on behalf of themselves with questions during office hours or email [parking@villanova.edu](mailto:parking@villanova.edu)