

Wherever you are...

**we're here for you**

TITLE IX | ADA | DIVERSITY, EQUITY & INCLUSION

*the  
mission  
continues*

STEPHENS  
COLLEGE

Dear Stephens Community:

The Equity Compliance offices on campus (Title IX, DEI, and ADA) remain open and functioning remotely, positioned to serve residential, online, continuing education students, faculty, staff, and alumnae. We are still here – available to support you remotely during the campus closure. Our work via policies, programming, training, and services on campus is about your rights and responsibilities as members of our community; this mission continues, temporarily shifted to virtual platforms.

✉ Shannon Walls, Stephens' Title IX Coordinator wants to remind members of our community that maintaining an academic program free from sex- and gender-based discrimination and harassment remains a high priority for Stephens. Members of the community should be aware of the following three important points:

1. **The Title IX office remains open and functioning at all times. Anyone impacted by sex/gender discrimination is encouraged to make a report at [www.stephens.edu/titleix](http://www.stephens.edu/titleix) by email at [titleix@stephens.edu](mailto:titleix@stephens.edu) or [sbwalls@stephens.edu](mailto:sbwalls@stephens.edu) or by calling (573) 876-7250.** Although we are working remotely, all of our services are available to assure that any sexual harassment, sexual violence, intimate partner violence, stalking, retaliation, or other sexually discriminatory behaviors are addressed promptly.
2. **As always, college policies on sex- and gender-based discrimination and harassment apply to behaviors that occur in person, but they also apply to online and virtual misconduct.** Any behavior that is prohibited by policy is also prohibited in cyber-forms, including cyber-harassment, cyber-bullying that is sex-based, and cyber-stalking. Members of the community are expected to maintain a tone of civility and respect in online classes just as they would if they were in class physically.
3. **Faculty and staff members who are mandated reporters are reminded that reporting of alleged sexual misconduct is expected.** When they become aware of incidents or allegations involving members of the campus community, regardless

of how they learn of the potential misconduct, whether in person, in writing, or online must be reported.

♿ Sady Mayer Strand, the American with Disabilities Act (ADA) Coordinator for Stephens wants you to know that the ADA office is open and operating online. Should you have ADA questions, comments, or concerns, please do not hesitate to contact her via [adacoordinator@stephens.edu](mailto:adacoordinator@stephens.edu) or [smayer@stephens.edu](mailto:smayer@stephens.edu).

1. **If you are a student who is currently receiving ADA testing accommodations, you will be able to receive these accommodations for your final exams through Canvas.** In order to request that your professor add your approved additional time accommodations to a final, please give them at least a 24-hour prior notice via email. You are welcome to copy Sady onto your email to your instructor if you wish, and if you have questions about this process at any time, please do not hesitate to reach out to Sady. **If you begin a final exam and notice that you do not have your extended time though you did request in advance, close your final exam and email both your instructor and Sady for further directions.**
2. **If you are a student who is currently receiving ADA accommodations and you wish to renew/reactivate your accommodations for the summer and/or fall semester, please email your request to Sady.**
3. **If you are an instructor who needs to grant a student additional time for a final exam as per an ADA accommodation, please see the links below for modifying time requirements through Canvas:**

Extended time for tests/quizzes:

[https://stephens.instructure.com/courses/4/pages/how-do-quizzes-work?module\\_item\\_id=130](https://stephens.instructure.com/courses/4/pages/how-do-quizzes-work?module_item_id=130)

✨ Shaashawn Dial, Director of Diversity, Equity, & Inclusion (DEI) believes every day, and especially in the midst of a pandemic, is the opportunity to remember our individual and communal obligation to create a safe and respectful learning, living, and working environment that is free from harassment, discrimination, abuse, intimidation and/ or violence. She reminds everyone that no enrolled student or employee shall be discriminated against or harassed on the basis of age, color, disability, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, veteran status and all other classifications protected by law.

Collectively, we send light to each of you in your favorite hue, positive vibrations for health, and a plethora of positive coping mechanisms.

**We are Stephens. Let's continue to LEARN. GROW. LEAD.**

Shannon Walls '93  
She/her/hers  
Title IX Coordinator  
[sbwalls@stephens.edu](mailto:sbwalls@stephens.edu)  
(573) 876-7250

Shaashawn Dial '98  
She/her/hers  
Director of Diversity, Equity  
and Inclusion  
[sdial@stephens.edu](mailto:sdial@stephens.edu)  
(573) 876-2321 Ext. 4321

Sady Mayer Strand  
She/her/hers  
ADA/Section 504 Coordinator  
[smayer@stephens.edu](mailto:smayer@stephens.edu)  
(573) 876-7240 Ext. 4240