



Equality, Safety, & Awareness

Title IX of the Education Amendments of 1972



Protecting the Educational Environment

STETSON
UNIVERSITY



Title IX Awareness for Stetson Employees

Information about our Gender-based Misconduct, Sexual Assault, and Violence policy, definitions, contact information, reporting options and resources is available on the university's Title IX webpage:

bit.ly/STETSONT9



What is Title IX?

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity receiving Federal financial assistance.”

[Title IX of the Education Amendments of 1972, and its implementing regulation at 34 C.F.R. Part 106]

Discrimination on the Basis of Sex or Gender

Title IX violations include discrimination on the basis of sex or gender, including:

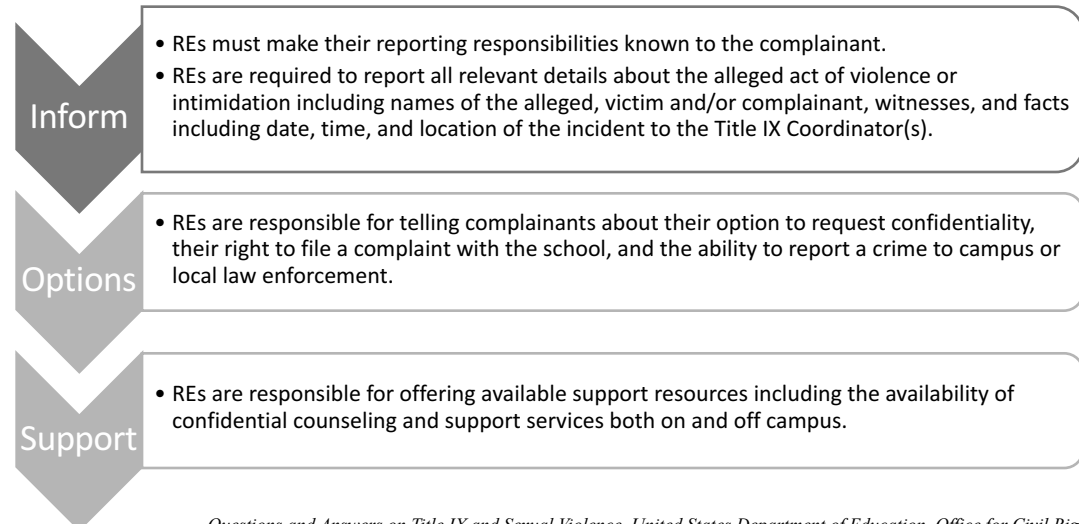
Sexual Harassment | Gender-Based Harassment
Sexual Misconduct | Sexual Exploitation
Sexual Assault | Domestic Violence
Dating Violence | Stalking

Title IX Requires

“When a recipient [the university] **knows** or **reasonably should know** of possible sex-based harassment, it **must take immediate** and **appropriate steps to investigate** or otherwise determine what occurred. If an investigation reveals that the harassment created a hostile environment, the recipient **must take prompt and effective steps** reasonably calculated to **end** the harassment, **eliminate** the hostile environment, **prevent** the harassment from recurring, and, as appropriate, **remedy its effects.**”

Title IX Resource Guide, U.S. Department of Education, Office for Civil Rights, April 2015, p. 15

Responsible Employees (REs) Reporting Obligations



Questions and Answers on Title IX and Sexual Violence, United States Department of Education, Office for Civil Rights, p. 16

Responsible Employees

Why am I **required** to report?

Compliance

The U.S. Department of Education, Office for Civil Rights (OCR) requires Responsible Employees to report incidents to the Title IX Coordinator(s).

Values

Stetson University is committed to providing all students and employees with a safe and secure learning and working environment that is free of discrimination on the basis of sex or gender. Reporting incidents to the Title IX Coordinator(s) helps to ensure the safety of everyone in our environment, and supports the value we place on being a diverse community of inclusive excellence.

Do not delay. Contact the Title IX Coordinator(s) immediately.

Responsible Employees

What **information** do I need to report?

- *Names*: Report the names of the complainant and respondent (alleged) parties, witnesses, if available, and your name.
- *Date*: Report the date of the alleged incident, if known.
- *Time*: Report the time of the alleged incident, if known.
- *Location*: Report where the alleged incident occurred, if known.
- *Nature of the Incident*: Report the information shared with you.

You do not investigate. You only share the information told to you.

How do I report?

Report It

Anyone can file an incident report online by visiting Stetson.edu/reportit

EthicsPoint

EthicsPoint Secure Reporting provides a simple, anonymous way to confidentially report activities that may involve improper conduct, complaints around fraudulent activities, improper financial or human resource issues, working conditions, and institutional integrity.

Not for emergency purposes. If this is an immediate crisis, call 911.

EthicsPoint: 888-447-8649

<http://www.stetson.edu/human-resources>

How do I report?

Title IX Coordinator—University-wide:

Matthew Kurz

Director of Student Development & campus Vibrancy
Interim Title IX Coordinator

P: 386-822-7708

E: titleIX@stetson.edu

Deputy Title Coordinators

Students: Jess Varga

Director of Community Standards
Deputy Title IX Coordinator

P: 386.822.7205

E: jvarga@stetson.edu

Athletics: Alicia Queally

Sr. Assoc. AD
Deputy Title IX Coordinator for Athletics

P: 386.738.6676

E: aqueally@stetson.edu

Staff/Faculty: C. Drew Macan, AVP Human Resources

Deputy Title IX Coordinator

P: 386.822.7472

E: cmacan@stetson.edu