

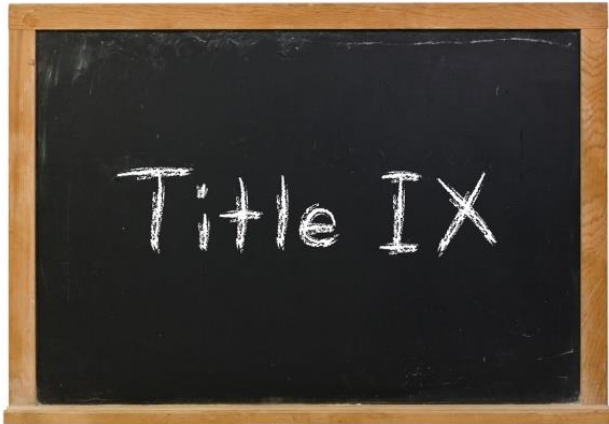


Wilmington
College

Introduction to Title IX

2023-2024 Academic Year

What is Title IX?



Title IX is a federal law that prohibits

1. sex discrimination and
2. sexual harassment

in schools.

College Obligations

Title IX requires schools to take steps

1. to ensure that all students have the same opportunities for education and activities, regardless of sex, gender, or sexual orientation, and (sex discrimination)
2. to respond to reports and formal complaints of sexual harassment. (sexual harassment)

What is Sex Discrimination?

Conduct that denies or limits an individual's ability to benefit from or fully participate in educational programs, activities, co-curricular programs, including athletics or employment opportunities, because of an individual's

1. sex
2. gender
3. gender identity
4. gender expression
5. sexual orientation
6. pregnancy



What is Sexual Harassment?

The following conduct on the basis of sex:

1. Quid pro quo harassment: employee conditioning an aid, benefit, or service on an individual's participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to a College education program or activity; *or*
3. Sexual assault, dating violence, domestic violence, or stalking.



To Whom Does Title IX Apply?

Applies to conduct of any person in the United States—for example:

1. Students
2. Employees
3. Contractors
4. Volunteers
5. Visitors

Where Does Title IX Apply?



On College property and . . .

Where Does Title IX Apply?

At locations, events, or under circumstances where the College exercises substantial control over both

1. the context *and*
2. the person accused.



Includes any building owned or controlled by an official student organization.

Reporting Sexual Harassment

	Report	Formal Complaint
Who can make it?	Anyone.	Only by alleged victim (“complainant”) or Title IX Coordinator.
What is the required form?	Any form (oral or written).	Must be in writing and signed by complainant.
What happens next?	Initiates supportive measures.	Initiates the grievance process (notice, investigation, and live hearing) and supportive measures.



How Do I Make a *Report*?

***Contact the Title IX
Coordinator!***

Nathan (“Nate”) Flack (He/Him)

Student Resource Center
Manager & Title IX Coordinator

712 Elm St.,

Wilmington, OH 45177

Robinson Communication Center,
Room 103

nathan.flack@wilmington.edu

937.481.2208 (office)

505.787.7154 (cell)

How Do I Make a *Report*?

Contact the Alternate Title IX Coordinator!

- If the Title IX Coordinator has a conflict of interest in handling or is otherwise unable to handle the Title IX matter at issue, the Alternate Title IX Coordinator will handle the matter.

Brittany Chrisman (She/Her)

Asst. Director of the Annual Fund &
Alternate Title IX Coordinator

113 College St.,

Wilmington, OH 45177

Galvin Alumni House

Brittany.V.Chrisman@Wilmington.edu

937.481.2401 (office)



Can I *Report* to Any Employee?

No.

You may speak with anyone about your experience, but ***only a report to the Title IX Coordinator or an “official with authority”*** will start the Title IX process.

Expectation of Employees



The expectation is that employees, including *student-employees*, report incidents of sexual harassment to the Title IX Coordinator.

Real-Life Scenario

A student goes to their RA and tells the RA that the student was sexually assaulted by another student.

Was this a report of sexual harassment?

No.

Has the Title IX process started?

No.

What should the RA do?

Tell the Title IX Coordinator.

What should the student do?

Tell the Title IX Coordinator.



What Happens After a *Report*?

Title IX Coordinator

1. Contacts the complainant to discuss **supportive measures**.
2. Provides a **copy of the Title IX policy**; and
3. Explains their **right to file**, and the **process for filing**, a formal complaint.



How Do I Make a *Formal Complaint*?

Email or write to the Title IX Coordinator!

Include:

1. the allegations of sexual harassment,
2. a request that the College investigate, and
3. your physical or digital signature.

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Can I Make a *Formal Complaint* to Any Employee?

No.

You may communicate with anyone about your experience, but ***only a formal complaint in writing to the Title IX Coordinator*** will start the Title IX grievance process.



Title IX

What Happens After a Formal Complaint?

Grievance Process

1. Notice	Title IX Coordinator provides notice of allegations to the parties.
2. Investigation	Investigator gathers evidence, interviews witnesses, and prepares an investigative report. The parties may respond to the report.
3. Live Hearing	Adjudicator conducts a live hearing, considers the evidence, makes a determination, and issues sanctions (if any).
4. Appeal	Both parties have the right to appeal to an Appeal Board.



Is the Title IX Process Confidential?

The Title IX Coordinator will keep identities of the parties, the allegations, and any supportive measures confidential **except** where disclosure is necessary to conduct the Title IX grievance process or implement supportive measures.

*Note that the parties are **not required** to maintain confidentiality of the Title IX process.*



Title IX

What If I Consumed Alcohol or Drugs?

The College will not pursue disciplinary action against you for disclosing during the Title IX process that you consumed alcohol or other drugs illegally or against College policies so long as your personal consumption did not risk the health and safety of anyone else.

Where is the Title IX Policy?

Course Catalog → Student Handbook

<https://catalog.wilmington.edu/student-handbook/sex-discrimination-and-sexual-harassment-policy>

Mobile App

<https://www.wilmington.edu/current-students/app>



The screenshot shows the Wilmington College Course Catalog website. On the left is a dark green navigation sidebar with the college logo and links for 'Course Catalog', 'Degrees', 'Courses', 'Graduate Catalog', and 'Student Handbook'. The main content area is white and displays the breadcrumb 'Home → Student Handbook → Sex Discrimination and Sexual Harassment Policy'. The title is 'Sex Discrimination and Sexual Harassment Policy' with a 'Download as PDF' link. Below is the '1.0 Statement of Policy' section, which contains text about the college's commitment to a non-discriminatory environment and its policies regarding sexual harassment.





Ask! Report!

*Help us keep the College community
safe and equitable!*

If you have questions about Title IX or the College's policy, or feel that you or someone else has been the subject of sex discrimination, sexual harassment, or retaliation, please contact the Title IX Coordinator.



Questions?
