



Introduction to Title IX

2024-2025 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.



Reporting Sexual Harassment

	Report	Formal Complaint
May a party include a support person or advisor in the grievance process?	Yes.	Yes. Parties may have an advisor of their choice. Advisors may accompany parties to any related meeting or grievance proceeding.



How Do I Make a *Report*?

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

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Expectation of Employees



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

Employees are not confidential reporting sources!



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.



Title IX

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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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 A Party Consumed Alcohol or Drugs?

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



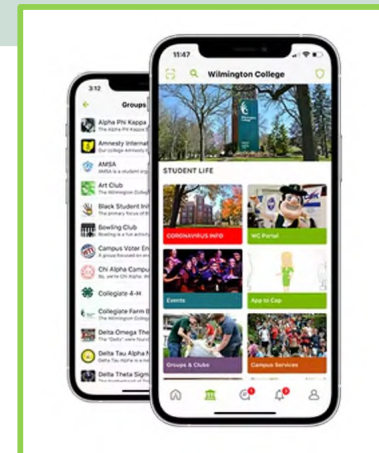
Where is the Title IX Policy?

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>





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?
