

OFFICE OF EQUAL OPPORTUNITY AND INSTITUTIONAL COMPLIANCE

Stockton University

L-214

Tammy Saunders

Director of Title IX and EEO/Title IX Coordinator

- Works to foster a learning and working environment free from all forms of Sexual Harassment, Sexual Misconduct & Retaliation
- Administers the University's non-discrimination policies and procedures:

Student Policy Prohibiting Discrimination and Harassment in the Academic/Education Environment I-120

Student Procedure Prohibiting Discrimination and Harassment in the Academic/Education Environment 1200

Student Misconduct Procedure 6940

Policy Prohibiting Discrimination in the Workplace VI-28

Procedures for Internal Complaints Alleging Discrimination in the Workplace 6360

- Provides a coordinated and comprehensive Title IX response
- Provides support prevention and education training and programs

Title IX

- Federal civil rights law which prohibits discrimination on the basis of sex in educational institutions that receive federal dollars
- Applies to broad spectrum of sex-based discrimination
- When discrimination has an adverse impact on the person's ability to benefit from their educational program or activity
- Applies to a wide range of University sponsored events, programs, or services, extra-curricular activities, athletics, and other programs
- Title IX: the law provides that "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Title IX of the Education Amendments of 1972

Prohibited Conduct

- Sexual Harassment and Prohibited Conduct
- Dating Violence
- Domestic Violence
- Stalking
- Sexual Assault
- Gender-based harassment
- Other crimes
- Coercion/Intimidation

Responsible Employees

Under Title IX, a responsible employee includes any employee who has the authority to take action to redress the harassment, who has the duty to report sexual harassment or any other sexual misconduct by students or employees, or an individual who a student or employee could reasonably believe has this authority or responsibility. For example, Stockton has notice if a responsible employee knew or should have known of the sexual misconduct and has the authority to act through a proper inquiry.

Under Title IX, employees who have the duty to report incidences of discrimination and harassment are:

- All faculty
- All staff
- All administrators

With the exception of the Women's, Gender, and Sexuality Center, the Osprey Advocates who are certified victim advocates, Counseling Services staff, licensed physicians and nurses in Health Services, Stockton considers all employees and student workers to be responsible employees who must report incidences of sexual misconduct to the Chief Officer/Title IX Coordinator or a Deputy Title IX Coordinator for Title IX reporting purposes.

Responsible Employees

Employees should make every effort to tell students, **before** the student reveals information that the student wants to remain confidential (1) of the responsible employee's obligation to reveal names and facts to the Chief Officer/Title IX Coordinator, (2) of the student's option to request confidentiality, and (3) of their ability to share private information with designated confidential resources.

Employees must report "all relevant details" including (if known) the identities of the Respondent, the Complainant, and other individuals involved, as well as the date, time, and location, and a brief description of the incident. Any responsible employee who receives a sex offense report **must** contact the Title IX Coordinator either by email, phone, mail, or in-person.

Responsible employees who receive notice of a violent sex offense involving a member of the Stockton campus community that occurs on or off campus must report it to the Title IX Coordinator (609-652-469, a Deputy Title IX Coordinator, regardless of whether a formal complaint was filed. Once Stockton has notice of sex discrimination or sexual misconduct, it **must** take prompt interim steps to end the harassment, prevent its recurrence, and, as appropriate, remedy its effects.

Responsible Employees

Responsible Employee Response

- Find a mutual place to talk
- Exercise good listening skills
- Be affirming
- Give non-verbal cues
- Respond without judgment
- Empower the person to seek confidential assistance
- Encourage the person to report the sexual misconduct

Report



Conduct Incident/Title IX/Behavioral Intervention Team (BIT)

Stockton is dedicated to the dissemination of knowledge, the pursuit of truth, the development of students, and the general well-being of society. It is the responsibility of each person within the University community to join in creating an environment in which others have a positive experience.

Please use this form to report any behaviors or incidents of concern involving Stockton University students, whether these behaviors occur on or off campus. Complete as much information as you have available to you.

When selecting the Nature of Report, keep these guidelines in mind:

FYI (General Use) = *for use by anyone to report concerning behaviors or incidents, not limited to violations of the code of conduct.*

Code of Conduct Complaint = *for use by anyone to report potential violations of the [code of conduct](#).*

Title IX/Sexual Misconduct = *for use by anyone to report incidents of sexual misconduct, sexual harassment, sexual assault, dating/domestic violence, and/or stalking. For potential incidents covered by Title IX, the Title IX Coordinator will follow up to determine whether an official complaint is being filed.*

URL: www.Stockton.edu/diversity