

# OFFICE OF EQUAL OPPORTUNITY AND INSTITUTIONAL COMPLIANCE

Stockton University

L-214

Peer Education Class GEN 2641 Fall 2024

[Oeoic@stockton.edu](mailto:Oeoic@stockton.edu)

[Titleix@stockton.edu](mailto:Titleix@stockton.edu)



- 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*

*Interim Procedure Prohibiting Sex-Based Discrimination and Sexual Misconduct 6941*

*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

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- 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.



# Scope of Sex Discrimination

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Discrimination on the basis of sex includes discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation and gender identity.

*Includes discrimination based on perceived identity whether that perception is accurate or not.*



# Sex-Based Harassment Defined

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Sex-based harassment prohibited is a form of sex discrimination, and means sexual harassment and other harassment on the basis of sex, including on the bases described in § 106.10 (sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation and gender identity), that is:

- (1) Quid pro quo harassment
- (2) Hostile environment harassment
- (3) Specific Offenses
  - (i) Sexual Assault
  - (ii) Dating Violence
  - (iii) Domestic Violence
  - (iv) Stalking



# Quid Pro Quo Harassment

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# Hostile Environment Harassment

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Unwelcome sex-based conduct that is subjectively and objectively offensive and so severe or pervasive, that it limits or denies a person's ability to participate in or benefit from the institution's education program or activity.



# Sexual Assault

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Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.

- Rape
- Fondling
- Incest
- Statutory Rape



# Domestic Violence

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Domestic violence includes felony or misdemeanor crimes of violence committed by

- a current or former spouse or intimate partner of the victim,
- by a person with whom the victim shares a child in common,
- by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner,
- by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction

in which the crime of violence occurred, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction



# Stalking

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The Clery Act defines stalking as a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or suffer substantial emotional distress.

The course of conduct must include two or more acts, such as:

- Following, monitoring, observing, or surveilling
- Threatening
- Communicating to or about the person
- Interfering with the person's property



# **All Stockton Policies and Procedures Prohibit Discrimination / Harassment based upon a person's membership in a PROTECTED CATEGORY**

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- Race, color, nationality, or ancestry
- Sex / pregnancy
- Gender identity or expression / affectional or sexual orientation
- Marital status / civil union status or domestic partnership status / familial status
- Religion or creed
- Age
- Disability / atypical cellular or blood trait / genetic information
- Service in the Armed Forces of the United States



# Responsible Employees

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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.



# 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](http://www.Stockton.edu/diversity)



# Pregnancy and Related Conditions

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Upon receipt of a report of discrimination based on pregnancy & related conditions OR upon being informed of a student's pregnancy & related conditions, all employees have a responsibility to provide Title IX Coordinator contact & that the Title IX Coordinator can coordinate specific actions to prevent sex discrimination & ensure the student's equal access to the education program or activity. Reporting pregnancy and related conditions of an individual to the Title IX Coordinator is not required.

STOCKTON UNIVERSITY TITLE IX COORDINATOR CONTACT:

TAMMY SAUNDERS

L-214

(609) 652-4693

Website: <https://stockton.edu/dean-of-students/how-do-i-report.html>

[Tammy.Saunders@stockton.edu](mailto:Tammy.Saunders@stockton.edu) | [titleix@stockton.edu](mailto:titleix@stockton.edu)



# Confidential Employees

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Stockton University has designated certain employees as “Confidential Employees.” If you have not received notification that you are considered a “Confidential Employee,” you must report any potential sex-based discrimination you become aware of.

However, if you are considered “Confidential,” you must explain to any person who informs that you of:

1. Your status as a confidential employee and the circumstances in which they are not required to notify the TIXC
2. How to contact the TIXC and make a complaint, and that the TIXC may offer and coordinate supportive measures as well as initiate procedures to resolve the possible complaint



# On-Campus Confidential Resources

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## Counseling Center

Monday - Friday | 9:00am-5:00pm

(609) 652-4722 |  
counseling.services@stockton.edu

Galloway Campus: J-204

Atlantic City Campus: Student Services Suite,  
Residential Building

## Women's, Gender, and Sexuality Center & Osprey Advocate Hotline

Location: F-103, Email: wgsc@stockton.edu

Office Phone: (609) 626-3611

24/7 hotline: 1-800-286-4184 or

Text 609-569-5437

Office Hours:

Monday – Friday 9:00 a.m. - 5:00 p.m.

## Health Services Licensed Medical Professionals

Location: West Quad 108

### CALL FOR AN APPOINTMENT:

Office hours: Mon.- Fri. 8:30am-5:00pm, Wed.  
8:30am - 7:00pm

Clinic hours: Mon.- Fri. 9:00am - 3:40pm,  
Wed. 9:00am - 5:40pm

(609) 652-4701 | wellctr@stockton.edu



# Other Important Policies & Scenarios

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Amnesty

Retaliation

Group Scenarios



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