

Title IX Reporting Responsibilities

2021 Minors On Campus Training

Title IX Reporting Responsibilities Key Points

FSU's expectation: University Administrators at the level of Director/Department Chair and above with knowledge of Prohibited Sexual Conduct* in any covered youth program are required to report such incidents to the University Police (if a crime is involved) and the Title IX Office. All other University Employees should also report their knowledge of such incidents.

University Police

- ✓ 910-672-1911 (emergency) 910-672-1775 (non-emergency)
- ✓ Mitchell Building
- ✓ Live Safe App

Title IX Office

- ✓ TitleIX@uncfsu.edu
- ✓ www.uncfsu.edu/title-ix (Online Reporting Form)
- ✓ 910-672-2325
- ✓ Teams @TitleIX
- ✓ Barber Building, Upper Level, Office 242

***Prohibited Sexual Conduct** is defined as Relationship Misconduct, Retaliation, Sexual Harassment, and/or Sexual Misconduct.

Training Objectives

At the conclusion of this training, you will be more familiar with the:

- University's Title IX policies and complaint resolution process
- Prohibited Sexual Conduct topics
- Title IX reporting options
- University's resources

FSU's Commitment

Fayetteville State University is committed to equality of educational opportunity and employment and does not discriminate against applicants, students, or employees based on race, color, national origin, religion, sex, gender identity, sexual orientation, age, disability, genetic information or veteran status. Moreover, Fayetteville State University values diversity and actively seeks to recruit talented students, faculty, and staff from diverse backgrounds. This prohibition against sex discrimination covers all University programs and activities (both on and off campus), including but not limited to financial assistance, housing, athletics, recruitment, and admissions. Title IX also prohibits all forms of discrimination in all aspects of employment. Fayetteville State University's complete non-discrimination policies, grievance procedures, and University officials responsible for supporting the University's compliance are outlined [here](#) and [here](#).

The University is committed to maintaining a campus environment free of sexual harassment, sexual misconduct, relationship misconduct, and retaliation (prohibited sexual conduct).

Upon receiving a report of Prohibited Sexual Conduct incident, the University will respond promptly, equitably, and thoroughly. The University will also take steps to prevent the recurrence of the conduct.

Learning More About Prohibited Sexual Conduct

Prohibited Sexual Conduct – Relationship Misconduct

- Dating Violence which is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - The length of the relationship.
 - The type of relationship.
 - The frequency of interaction between people involved in the relationship.

Prohibited Sexual Conduct – Relationship Misconduct

- Domestic Violence is defined as violence that may constitute a felony or misdemeanor crime 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 North Carolina, 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 North Carolina.

Prohibited Sexual Conduct – Relationship Misconduct

- Stalking is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others or suffer substantial emotional distress.
- Allegations of Stalking are processed under this Policy only if the alleged Stalking behavior is based on sex.
- Non-sex-based Stalking may be addressed by other University policies.

Prohibited Sexual Conduct – Retaliation

- Retaliation is defined as intimidation, threats, coercion, or discrimination against any individual for the purpose of interfering with any right or privilege secured by this Policy or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in a Title IX complaint resolution investigation, proceeding, or hearing.

Prohibited Sexual Conduct – Sexual Harassment

Sexual Harassment is defined as follows:

- an employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct, or
- unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's Education Program or Activity.

Prohibited Sexual Conduct – Sexual Misconduct

Sexual Misconduct is defined as any sexual act directed against another person without the Effective Consent of the victim, including instances where the victim is incapable of giving Effective Consent. Such misconduct includes the following:

- Fondling - The touching of the private parts of another person for the purpose of sexual gratification, without the Effective Consent of the victim, including instances where the victim is incapable of giving Effective Consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- Incest - Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Rape - The penetration, no matter how slight, of the vagina or anus with anybody part or object, or oral penetration by a sex organ of another person, without Effective Consent of the victim.
- Statutory Rape - Sexual intercourse with a person who is under the statutory age of being able to give Effective Consent

Learning More About Other
Prohibited Discrimination

Discrimination based on sex

The University is committed to equality of educational opportunity and employment and does not discriminate based upon sex in its programs and activities.

For employees, such may include, but not be limited to issues involving recruitment and hiring, rate of compensation, benefits, and training.

For students, such may include, but not be limited to issues involving academic and academic support programs, financial aid, housing and athletics.

A student or employee who believes that s/he has been discriminated against as it relates to employment, aids, benefits or services should consult with the Title IX Coordinator.

Learning More About the University's Title IX Policies & Procedures

Policies & Procedures

Please visit the website below to review the following policies and procedures:

- Non-Discrimination
- Prohibited Sexual Conduct
- Sexual Harassment
- Title IX

<https://www.uncfsu.edu/faculty-and-staff/departments-and-offices/office-of-legal-affairs/policies-and-procedures>

Learning More About the University's Resources

Resources

Please visit the website below to learn more about the University's resources:

- Additional Education & Awareness Options
- Campus Updates

<https://www.uncfsu.edu/faculty-and-staff/departments-and-offices/office-of-legal-affairs/title-ix>

Additional Recommendations

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- Do not engage in any sexual activity with Non-Student Minors.
 - Do not make sexual comments to Non-Student Minors.
 - Do not tell sexual jokes to Non-Student Minors.
 - Do not share sexually explicit material with Non-Student Minors (or assist in any way to provide access to such materials).
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- Touching should generally be in response to the needs of the Non-Student Minor.
 - If you must touch a Non-Student Minor, ask them if it is okay to touch first.
 - The Non-Student Minor has the permission and power to say "No". Any resistance from the Non-Student Minor should be respected.
 - Also, the touching should be only for a purpose that is consistent with the Covered Program's mission, and/or for a clear developmental, educational or health-related purpose (e.g. treating an injury).

Learning How To Report Title IX Incidents

Campus Reporting Options

University Police

- Officers are available 24 hours per day, every day of the year
 - ✓ 910-672-1911 (emergency) 910-672-1775 (non-emergency)
 - ✓ Mitchell Building
 - ✓ Live Safe App

Title IX Office

- Emergencies should be reported to University Police
- Reports may be made at any time using the secure online reporting form: www.uncfsu.edu/title-ix
- Title IX Office Personnel are available Monday through Friday during typical office hours and will acknowledge receipt of your report as soon as practicable
 - ✓ TitleIX@uncfsu.edu
 - ✓ 910-672-2325
 - ✓ Teams @TitleIX
 - ✓ Barber Building, Upper Level, Office 242

Remember – See Something, Say Something

- Incidents can thrive in environments where individuals are inattentive, in denial, or afraid to report concerns.
- We must actively work together to prevent incidents.
- We must also actively work together to maintain a safe environment.
- If you suspect an incident occurred or any related concern, you should trust your instinct and report it.
- You do not have to witness an incident to report it.
- It is not your responsibility to verify whether a report or suspicion is truly an actual concern.
- Do not be concerned that you are making a mistake. You are protected for reporting a suspicion.

Completing Web-Based Trainings

FSU's Two Web-Based Training Modules

Please complete the following trainings:

- [Preventing Sexual Harassment- A Guide for Employees](#)
- [Title IX in the Workplace](#)

Please submit your training certificates to your Program Manager.

Questions? Concerns? Feedback? Comments?

Please contact Ms. Jessica Tuttle

- ✓ TitleIX@uncfsu.edu
- ✓ <https://www.uncfsu.edu/faculty-and-staff/departments-and-offices/office-of-legal-affairs/title-ix/title-ix-feedback>(Online Feedback Form)
- ✓ X 2325
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