

TITLE IX – FSU’s Commitment

- Fayetteville State University is committed to providing a welcoming campus environment that promotes health, wellness, safety, and security for all campus community members, including participants in youth programs.
- In keeping with this commitment, FSU has established several policies and related guidance to ensure our campus community adheres with the strict compliance standards and enforcement of Title IX laws.
- Upon notice of any potential or actual concern, FSU - through designated Title IX Officers - takes immediate and appropriate steps to:
 - 1) • Investigate what occurred
 - 2) • Take prompt and effective action to end the harassment
 - 3) • Remedy the effects
 - 4) • Prevent the recurrence



TITLE IX Training Objectives

- This training is intended to outline the behavior expectations and Title IX reporting responsibilities related to the protection of Minors at the University and reiterate the University-wide standards for all campus community members.
- At the conclusion of this training, you will:
 - - be familiar with Fayetteville State University's expectation of behaviors in order to avoid prohibited sexual conduct, sexual harassment, sex/gender-based inequities, and retaliation,
 - - understand how to protect Minors who participate in activities and programs, and
 - - act as a positive role model and avoid putting yourself in a risky situation.

TITLE IX Definitions

- Authorized Individuals - Any individual, paid or unpaid, who interacts with, chaperones, supervises, or otherwise oversees Minors in any programs or in University Facilities.
- One-on-One Contact - Personal, unsupervised interaction between any Authorized Individual and a Minor without at least one (1) other Authorized Individual, parent, or legal guardian being present.
- Minor - A person under the age of eighteen (18) who is not enrolled or accepted for enrollment at the University.
- University Facilities - Facilities owned by or under the control of Fayetteville State University during Youth Programs
- Youth Program - Any activity that is under the direction or control of the University, regardless of its location, or any activity under the control or direction of an Authorized Individual using University Facilities. Any Authorized Individual that uses University Facilities to conduct a Youth Program pursuant to an approved contract or other use agreement with the University. Typical Youth Programs include, but are not limited to:
 - Day camps
 - Overnight campus
 - Clinics
 - Instructional programs
 - Sports camps



Behavioral Expectations

- The University expects all campus community members, including participants in youth programs, to be positive role models and hold themselves to the highest standards of conduct when interacting with others.

Behavioral Expectations (continued)

- When working in Youth Programs, all Authorized Individuals should:
 - Conduct themselves in a courteous and respectful manner and exhibit good sportsmanship.
 - Respect, adhere to, and enforce the rules, policies, and guidelines established by the University
 - Endeavor to provide a safe and healthy experience for all participants.
 - Refrain from engaging in any criminal activity.
 - Comply with all applicable civil rights laws and policies, including but not limited to equal opportunity and nondiscrimination policies.

Behavioral Expectations (continued)

- As an Authorized Individual, you are the eyes and ears of the Youth Program, activity, and the University. You can protect Minors by behaving appropriately and monitoring the behavior of others.
- Many prohibited sexual conduct and sexual harassment incidents occur in One on One situations. If you eliminate One on One situations, you reduce the risk of an incident.
 - Do not be alone with a single Minor.
 - Do not meet with Minors outside of established times for program activities.
- Be on the lookout for other individuals who make Minors uncomfortable by ignoring their personal space limits.
 - Beware of individuals who want to touch, tickle, and/or wrestle with Minors when the Minor does not want physical contact or attention.

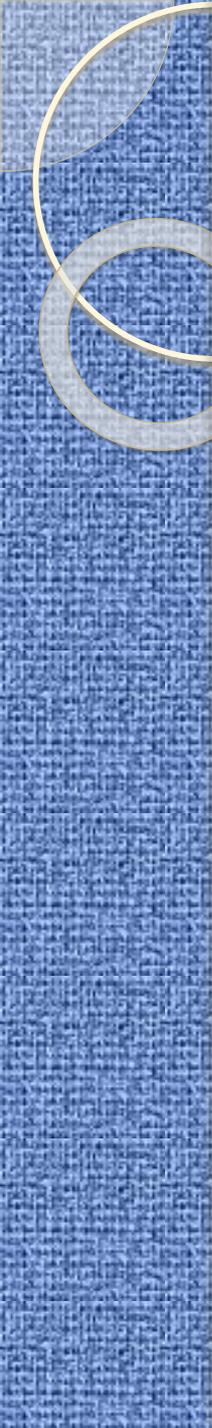
Behavioral Expectations (continued)

- As an Authorized Individual, you should avoid behaviors that could cause harm or be misinterpreted.
 - Do not engage in any sexual activity with Minors.
 - Do not make sexual comments to Minors.
 - Do not tell sexual jokes to Minors.
 - Do not share sexually explicit material with Minors (or assist in any way to provide access to such materials).
- Touching should generally only be in the open and in response to the needs of the Minor.
- If you must touch a Minor, ask if it is okay to touch first. The Minor has the permission and power to say "No." Any resistance from the Minor should be respected.
 - Also, the touching should be only for a purpose that is consistent with the Youth Program's mission, and/or for a clear developmental, educational or health-related purpose (e.g. treating an injury).
 - Do not touch a Minor in a manner that a reasonable person could interpret as inappropriate.
 - Do not engage in any abusive conduct of any kind toward, or in the presence of, a Minor including but not limited to verbal abuse, poking, hitting, kicking, spanking, or punching.



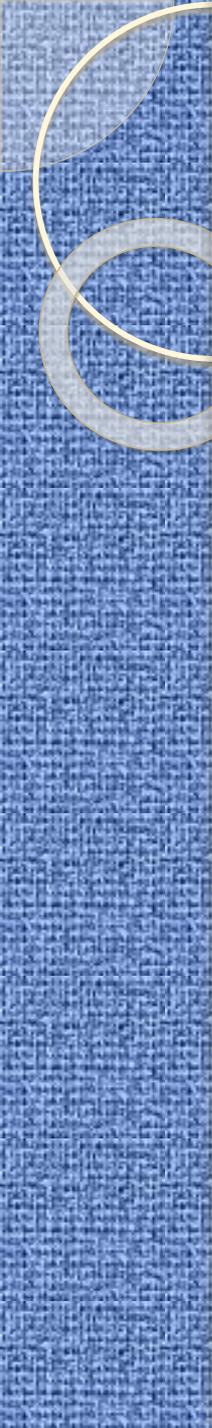
Incidents, concerns, etc. that must be reported to the Title IX Office

- Prohibited Sexual Conduct – attempted or completed acts of:
 - Sexual assault, sexual touching, sexual exploitation, sexual intimidation, sexual coercion, ineffective consent, relationship violence, and/or stalking.
- Sexual Harassment
 - Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.
- Title IX
 - Sex/gender-based discrimination related to employment, benefits, and services.
- Retaliation
 - Retaliation against an individual that reported prohibited sexual conduct, sexual harassment, or gender/sex-based inequities or that provided information in an investigation.



Reporting - See Something, Say Something

- Incidents can thrive in environments where Authorized 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 must 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.
 - You are simply responsible for reporting the details.
 - Do not be concerned that you are making a mistake. You are protected for reporting a suspicion.



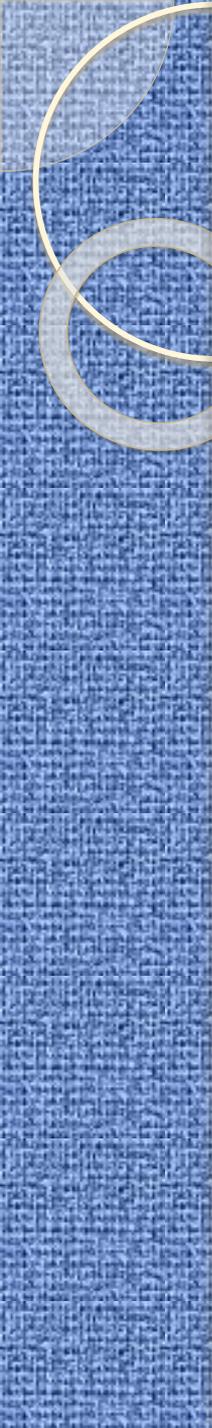
Information to include in the report

- If possible, please provide the following:
 - Name of Minor
 - Age of Minor
 - Type and extent of incident, concern, suspicion, etc.
 - Any other information that will help establish the cause of the incident/concern and/or identify the potential reporting party/accused.



Failure to Comply

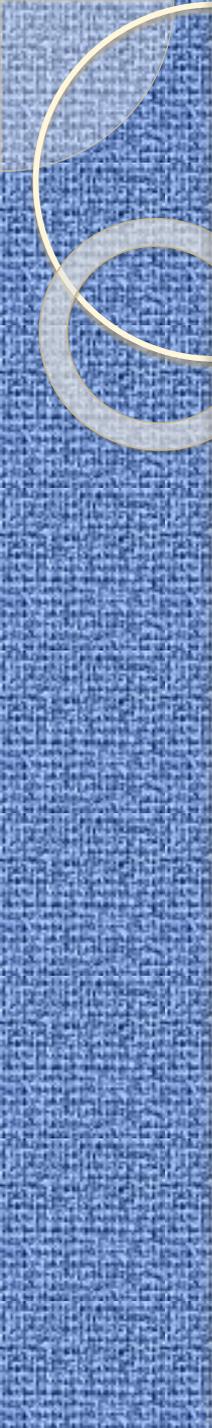
- Failure to comply with Fayetteville State University's policies, guidance, and related directives may lead to disciplinary action through Human Resources and/or the revocation of a Youth Program's approval.
 - Therefore, an entire Youth Program may be restricted based on the actions of a single Authorized Individual.



Review the following University Policies, Directives, and Guidance

Title IX and Related Policies

- [Title IX](#)
- [Sexual Harassment](#)
- [Prohibited Sexual Conduct](#)
- [Non-Discrimination Statement](#)
 - Ethical Conduct
 - Faculty Handbook
 - Code of Student Conduct
 - Staff Handbook
 - Improper Relationships Between Students and Employees
- <https://www.uncfsu.edu/faculty-and-staff/departments-and-offices/office-of-legal-affairs/policies-and-procedures>



FSU's Web-based Training Modules

- [Preventing Sexual Harassment](#)
- [Title IX in the Workplace](#)
- [Diversity for All Employees Training](#)
- [Workplace Harassment](#)