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...."

—JUNE 23, 1972
What does Title IX cover?

Sex and Gender-based Discrimination and Harassment
- Sexual assault
- Sexual harassment
- Intimate Partner Violence
- Stalking
- Bullying/Cyberbullying
- Pregnancy discrimination
- Transgender discrimination
How does Title IX apply in higher education?
What do I have to do if a student or colleague shares a concern with me?

1. Be supportive; start by believing
2. Refer to support resources
3. Report!

Report = Support

• All university employees must report sexual assault immediately.
• Any supervisor, faculty member or HR professional must report sexual harassment within 5 days.
  • Any employee practicing under privilege is exempt (counselors, clergy, physician, attorney)

When to Involve University Police:
  * If there is risk of immediate physical danger, call OSUPD 2-2121 or 911
Duty to Report – How?

Online form, email, or call:

- Title IX Coordinator, 614-247-5838, Brennan.241@osu.edu  titleix.osu.edu
- Human Resources, 614-292-2800, sexualharassment@osu.edu  hr.osu.edu/elr
- Student Conduct, 614-292-0748, studentconduct@osu.edu  studentconduct.osu.edu
What if a student or colleague asks me not to report?

• Cannot promise **CONFIDENTIALITY** (between the two of you) because you are a “responsible employee”

• But you can maintain **PRIVACY** by only sharing with those who need to know
Under Title IX and VAWA, what does the University have to do?

1. Provide **resources** for the victim/survivor
2. Provide **accommodations** and interim protective measures
3. Provide options for reporting to **police**
4. (i)nvestigate – **risk assessment**
5. (I)nvestigate – if **survivor** wants

Alleged may be student, employee or non-student

Only if alleged is student or employee
Thank you!!

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