



# TITLE IX PRESENTATION

University of Mobile  
August 2020

# Overview

- Title IX of the Education Amendments of 1972 and related laws
- Title IX Sexual Violence and Sexual Misconduct Policy
- Responsible Employee
- Mandatory Reporting
- Questions

# What is Title IX

- **Title IX** of the Education Amendments of 1972 (Title IX), 20 U.S.C. §1681 et seq., and its implementing regulation, 34 C.F.R. Part 106 is a **comprehensive federal law that prohibits discrimination on the basis of sex in an education program or activity that receives federal funds.**

# Title IX Prohibits discrimination on the basis of sex in

- Education programs or activities
- Admission
- Preference in admission
- Housing
- Comparable facilities
- Access to classes and schools
- Financial assistance
- Employment assistance to students
- Marital or parental status
- Athletics
- Textbooks and curricular material
- Health and insurance benefits and services

# Clery Act

The Clery Act seeks to provide the campus community with accurate, complete, and timely information about crime and the safety of the campus environment to enable community members to make informed decisions about their safety.

- Violence Against Women Act (VAWA)
- Campus Sexual Violence Elimination Act (Campus SAVE Act)

# Prohibited Comduct

- **Sexual Misconduct**

- *Intimate Partner Violence*
- *Domestic Violence*
- *Stalking*

- **Sexual Assault Offenses** Sexual Assault

- *Non-Consensual Sexual Intercourse*
- *Non-Consensual Sexual Contact*
- *Sexual Exploitation*

- **Fondling**

- **Incest**

- **Statutory Rape**

- **Rape**

- **Harassment**

- **Sexual Harassment**

# Responsible employee

A University employee (faculty, staff, residence life staff) has the duty to report witnessed or non-witnessed incidents of sexual misconduct to the Title IX Coordinator, or who as a member of the University the Complainant could reasonably believe such individual has such authority or duty.

- If you see sexual misconduct OR a student informs you of sexual misconduct, you are required to report the incident

# Reporting

- Police Department
  - *Emergency: 911*
  - *Non-Emergency: 251-452-3707*
- Title IX Coordinator
  - *Cassidy Cooper: 251-442-2586, [CCooper@umobile.edu](mailto:CCooper@umobile.edu)*
  - [Reporting Form](#)

# Confidentiality vs. Privacy

- Confidentiality exists in the context of laws that protect certain relationships, including with medical and clinical care providers (and those who provide administrative services related to the provision of medical and clinical care), mental health providers, counselors, and ordained clergy, all of whom may engage in confidential communications under Alabama law.
  - *Confidential employees at UM are the University chaplains and counselor. No other UM employee is considered Confidential.*
- Privacy means that information related to a report of Prohibited Conduct will be shared with a limited circle of University Employees who “need to know” in order to assist in the assessment, investigation, and resolution of the report. All Employees who are involved in the University’s response to reports of Prohibited Conduct receive specific training and guidance about sharing and safeguarding private information in accordance with state and federal law.

# Quick facts

- Title IX protects students and employees engaged in university activities, whether they are on campus or off campus
- Responsible employees (Faculty, Staff, and Residence Life Staff) are mandatory reporters
- Students have the right to report if they have experienced prohibited conduct
- Reports can be made to the Title IX Office and/or police department
- Criminal and University investigations can occur simultaneously
- Persons involved in the University Title IX process are updated periodically on the status of the complaint

# Still have questions?

- Feel free to email or call the Title IX Coordinator
  - [Ccooper@umobile.edu](mailto:Ccooper@umobile.edu), 251-442-2586
- Check out our Student Care Policies for detailed explanations of the definitions and procedures