

# TITLE IX

Policy on Prohibited Discrimination,  
Harassment and Related Misconduct

# What is Title IX

- ▣ Title IX of the Education Amendments Act of 1972 is a federal law that states:

**"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."**

- ▣ Title IX expanded definition of sexual harassment to include sexual violence.
- ▣ There are mandates set forth under Title IX and Clery (including a Clery Amendment related to the Violence Against Women Act) which require institutions to have a system in place to address allegations of:
  - discrimination
  - harassment
  - sexual violence
  - stalking
  - domestic violence
  - dating violence

# FDU Policy

- ▣ Revised policy was adopted and went into effect July 1, 2015.

*Policy on Prohibited Discrimination, Harassment and Related Misconduct Including Sexual and Gender-Based Harassment and Violence, Interpersonal Violence, Stalking and Retaliation*

- ▣ Prohibits all forms of Discrimination and Harassment based on Protected Status.

# Protected Status

- ▣ Age
- ▣ Color
- ▣ Creed
- ▣ Disability
- ▣ Gender
- ▣ Gender Expression
- ▣ Genetic Information
- ▣ National Origin
- ▣ Race
- ▣ Religion
- ▣ Sex
- ▣ Sexual Orientation
- ▣ Veteran Status

# Definitions

- ▣ Discrimination – any unlawful distinction, preference, or detriment to an individual, as compared to others, that is based on an individual's Protected Status and that is sufficiently serious, persistent or pervasive that it unreasonably interferes with or limits:
  - An Employee (hiring, advancement, assignment)
  - A Student (admissions, academic standing, grades, assignment, campus housing)
  - Volunteer (ability to participate in volunteer activity)
  - Guest or Visitor (ability to participate in, access, or benefit from University's program)

- ▣ Harassment – a type of discrimination that occurs when verbal, physical or other conduct based on an individual's protected status interferes with the individual's:
  - Educational Environment
  - Work Environment
  - Participation in a University program or activity
  - Receipt of legitimate requested services

Creating a hostile work-environment or quid pro quo harassment.

- ▣ Is so severe, persistent, or pervasive that it alters the condition of education, employment or participation in a University program or activity;
- ▣ Submission to or rejection of such conduct is made explicitly or implicitly, a term or condition of, or is used as the basis for decisions affecting the individual's education, employment, or participation in a University program or activity.



# Title IX Requirements

- ▣ That all institutions of higher education have a policy and procedure in place for addressing claims of discrimination/harassment.
- ▣ All institutions must identify Title IX Coordinators/Investigators and publish in policy.
- ▣ The policy must include a process for addressing allegations promptly.
- ▣ **All institutions of higher education must identify and train “Responsible Employees” to report allegations immediately. This is YOU!**

- ▣ The policy requires that we clearly identify those on our campuses that have a Title IX role in reporting, investigating and adjudicating:

# Title IX Roles – Metropolitan Campus

- Rose D' Ambrosio, University Title IX Coordinator
- Vidal Lopez, Campus Title IX Coordinator
- Dave Miles, Campus Title IX Investigator (Crimes)
- Childerick Barthelus (Student v. Student Discrimination/Harassment)
- Stefanie Miller, University Title IX Investigator (Discrimination/Harassment involving Employees, Contractors, Visitors)

# Title IX Roles – Florham Campus

- Rose D' Ambrosio, University Title IX Coordinator
- Jas Verem, Campus Title IX Coordinator
- Joseph Vitiello, Campus Title IX Investigator (Crimes)
- Christine Gaydos (Student v. Student Discrimination/Harassment)
- Stefanie Miller, University Title IX Investigator (Discrimination/Harassment involving Employees, Contractors, Visitors)

# Title IX Roles Vancouver Campus

- Rose D' Ambrosio, University Title IX Coordinator
- Cecil Abrahams, Campus Title IX Coordinator
- Dave Miles, Campus Title IX Investigator (Crimes)
- Jobin Mojtabavi (Student v. Student Discrimination/Harassment)
- Stefanie Miller, University Title IX Investigator (Discrimination/Harassment involving Employees, Contractors, Visitors)

# Responsible Employees

- ▣ All faculty and staff are deemed “Responsible Employees” and are required to report all allegations of prohibited conduct as defined by this policy.
- ▣ Report immediately and directly to Public Safety at Extension 2222.
- ▣ Confidential Employees – Exempt from reporting due to the nature of their positions at the University (License Mental Health Professionals, Registered Nurses, Pastoral Counselors).