



**TITLE IX
FACULTY/STAFF
GUIDE**

What is Title IX?



Title IX of the Education Amendments of 1972:

“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.”

The College does not discriminate on the basis of sex in the educational programs or activities that it operates, and is required under Title IX not to discriminate in such a manner. Sexual harassment, which, under Title IX, includes sexual assault and certain forms of relationship violence, is prohibited under Title IX and the College’s Title IX Policy.



Why does the College have a Title IX Coordinator?



Colleges and universities that receive federal financial assistance are required to designate a College employee to comply with the University's responsibilities under Title IX, and this individual is referred to as the Title IX Coordinator. The College's Title IX Coordinator is responsible for overseeing the development of sexual misconduct policies, ensuring compliance with Title IX and relevant federal and state regulations, and overseeing investigation and adjudication of formal complaints. The Title IX Coordinator is also responsible for coordinating the effective implementation of supportive measures and accommodations, with or without the filing of a formal complaint.



Meet Your Coordinator



Name:

Ms. LaPari S. Morant

Office Location:

F.R. Young Student Union
Office 123

Office Phone:

662.476.5443

E-Mail:

lmorant@eastms.edu

Or

titleix@eastms.edu



Does Title IX Apply to Faculty & Staff?



Yes. The Title IX regulations, which were promulgated in May of 2020, state that the application of Title IX is not limited to students, and in fact applies to University employees.



What is Considered Sex-Based Discrimination?

Prohibited sex-based discrimination and harassment includes, without limitation, discrimination or harassment based on gender, pregnancy or childbirth. As mandated by Title IX and its implementing regulations, the College does not discriminate on the basis of sex in its educational programs or activities, admissions, or employment. Educational decisions that cannot be based on sex include, without limitation, decisions relating to: admission; financial aid; academic advising and instruction; class assignments; evaluation and grading; discipline; housing; athletics; health and counseling services; recreational, residential, or extracurricular services or programs; and participation and status in any College program or activity, whether on or off campus.

Title IX prohibits discrimination based on sex that effectively denies an individual access to an educational program or activity of the College. Both men and women are protected from sex-based discrimination and sex-based harassment.



What Does “Sexual Harassment” under Title IX Include?

Pursuant to Title IX and College policy, **sexual harassment** encompasses a broad range of conduct, and means either:

- (1) an employee of the College conditioning the provision of an aid, benefit, or service of the College on an individual’s participation in unwelcome sexual conduct;
- (2) unwelcome sexual conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to an educational program or activity of the College; or
- (3) sexual assault, dating violence, domestic violence, or stalking.

This definition of sexual harassment includes certain forms of interpersonal violence and sexual misconduct.



Does Sexual Harassment Under Title IX Differ from Sexual Harassment Under Title VII?



Yes. Under Title VII, sexual harassment consists of unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment. A "hostile environment" is generally found where the individual's conduct is severe, pervasive, or objectively offensive.

Under Title IX, sexual harassment encompasses a wide range of activity (see above). An important differentiation between the Title VII and the Title IX definition of sexual harassment can be found in the second prong of the Title IX definition. In the second prong of the Title IX sexual harassment definition, sexual harassment is found where the individual's conduct is severe, pervasive, *and* objectively offensive.



What Do I Do if a Student Tells Me About an Incident of Sexual Harassment, Sexual Misconduct, or Interpersonal Violence?

If a student tells you about an incident of sexual misconduct, it is important to remember your role. You are not a counselor or an investigator; listen, but do not question. Keep the student's needs and feelings in the forefront. Let the student know you care. **Let the student know you must report this information to the Title IX Coordinator** and help connect the student to other forms of support that may be helpful.



*What Should I Say Will Happen Next
if a Student Reports an Incident of Sex-Based Discrimination,
Sexual Misconduct, or Interpersonal Violence to Me?*

Ideally, a faculty or staff member will make a student aware of his or her responsibility to report incidents of sexual misconduct to the Title IX Coordinator *before* a student discloses this information. However, if this is not possible, the faculty or staff member should **let the student know that the information the student has shared will be given to the Title IX Coordinator** and that she will more than likely contact the student in the next few days. Please do not make any promises as to next steps, as the process depends on several factors, including the student's participation, what the student wants to do, and what the College is able to do.



Can My Conversation with a Student Be Confidential?



Typically, **no**. Unless a faculty or staff member is considered a confidential resource, conversations with students related to sexual misconduct or interpersonal violence are not confidential. Faculty and staff members must share with the Title IX Coordinator all information they have about an incident of sexual misconduct. The only confidential resources at East Mississippi Community College is Amy Ivy, the College's nurse. All other EMCC faculty and staff members are mandated reporters.



What Should I Do if the Student Seems Suicidal or a Danger to Him/Herself?



If a student seems suicidal or a danger to her/himself, immediately call or walk with the student to the Dean of Students Office to help the student obtain additional help and support, or contact the Campus Police Department (CPD) at (662) 386-8011 (Scooba) or (662) 243-1990 (GT).



Besides the Title IX Coordinator, are there other individuals I should inform when a student reports to me that he or she has been involved in sexual misconduct or interpersonal violence?



Although faculty and staff members are not required to report incidents of sexual misconduct to anyone other than the Title IX Coordinator, it is often appropriate to make the student aware of other campus resources available to her or him, including the Dean of Students office, the Campus Police Department, and the College Nurse.



Dean of Students Office



Ms. Sharon Thompson
Dean of Students (SC)
122 F.R. Young Student Union
662.476.5062
sthompson@eastms.edu



Ms. LaPari Morant
Associate Dean of Students (SC)
123 F.R. Young Student Union
662.476.5443
lmorant@eastms.edu



Dr. Melanie Sanders
Dean of Students (GT)
Student Union
662.243.1979
msanders@eastms.edu



Campus Police



Chief Archer Sallis
EMCC Chief of Police
662.476.8415
jsallis@eastms.edu



Asst. Chief Kenny Rush
EMCC Assistant Chief of Police
662.476.5115
krush3@eastms.edu



Lt. Barry Johnson
EMCC Police Lieutenant
662.243.
bjohnson@eastms.edu



College Nurse and Other Resources



NAME: Nurse Amy Ivy

OFFICES:

Warren Hall
Scooba Campus

Student Union
GT Campus

PHONE: 662.476.5103

E-MAIL: aivy@eastms.edu

Off-Campus Counseling Resources

Wesley House Community Center: 601.485.4736

East Mississippi Sexual Assault Center, Inc.: 601.485.2828

Safe Haven: 662.327.6118

Sexual Assault Victim Services: Text "loveis" to 77054

24-Hour Crisis Hotline: 1.800.656.4673



Am I required to provide accommodations in my class to students (complainants and respondents) involved in Title IX cases?

Yes. Under Title IX, colleges and universities must offer supportive measures to students as appropriate and as reasonably available. Faculty members are expected to provide reasonable accommodations in class to students who are involved in Title IX cases. Students who are involved in Title IX cases are often under extreme stress, may have a difficult time focusing on course material both in and outside of class, and may even be reluctant to leave their residences. In these situations, faculty members are asked to exercise some flexibility with regard to class attendance, assignments and/or exams. Generally, faculty members will be contacted directly by the Title IX Coordinator to facilitate these supportive measures or accommodations.



When do I have to call the police?



If anyone is in imminent danger, call the police immediately. For all other situations, the Jeanne Clery Act mandates that crimes that happen on or near campus be reported to the Campus Police Department. In reporting incidents of sexual misconduct (sexual assault, stalking, domestic violence, etc.), faculty and staff may provide “Jane/John Doe” reports, and do not have to include identifying information such as names and student identification numbers, about the student(s) involved.



How can I get more education on how to respond to sexual misconduct and how to prevent misconduct on our campus?



Title IX requires the College to provide Title IX training to students, faculty, and staff.

Training opportunities and activities will be provided throughout the school year. Please pay attention to your e-mail for more information.



*Where can I find more information on Title IX and
the Clery Act?*



Know Your IX

<https://www.knowyourix.org/college-resources/>

Clery Center

<https://www.clerycenter.org/the-clery-act>



Acknowledgement

Please click [here](#) to acknowledge that you have viewed this presentation.

If you have any questions, please e-mail titleix@eastms.edu.

