



WHAT IS TITLE IX?

Title IX is a federal civil rights law that prohibits all sex or gender discrimination on educational campuses that receive federal financial assistance. Title IX protects individuals of all genders and sexual orientations and applies to students, faculty, staff, independent contractors, campus visitors, and other participants in university educational programs and activities. All forms of sexual or gender-based harassment, including but not limited to dating and domestic violence, stalking, and sexual assault are violations of Title IX.

What is the purpose of the policy?

- Provide ETSU with a mechanism for discovering sexual misconduct as early as possible and for effectively correcting problems by providing for prompt and equitable resolution of sexual misconduct reports.
- Identify support and reporting options for individuals.
- Explain the obligations of ETSU employees to report sexual misconduct to the university.



What does the policy statement say?

ETSU prohibits and seeks to eliminate all forms of sexual misconduct in education programs and employment. ETSU employees, students, and third parties can report sexual misconduct without fear of adverse consequences and the university will be responsive to reports.

What if I don't want to file a formal complaint?

Whether you choose to file a formal complaint or not, the university can provide support and protective measures to assist you. Options may include, but are not limited to, no contact directives, academic or work modifications, and adjustments to living spaces for those who live in a campus-operated facility or to working spaces for employees of the university. The university will maintain as confidential any accommodations or protective measures provided as required or authorized by law and to the extent that maintaining such confidentiality would not impair the ability of the university to provide the accommodations or protective measures.

* Contact directives are not confidential, as they must be communicated to the responding party in order to be effective.

What are other campus resources?

ETSU COUNSELING CENTER

D.P. Culp Center, 3rd Floor
(423) 439-3333
counselingcenter@etsu.edu
Mondays-Fridays 8am-4:30pm

BRANCH HOUSE FAMILY JUSTICE CENTER

coordinates free services for survivors and provides assistance for meeting immediate and long-term needs, including medical and legal assistance. On-site services include representatives from local agencies who have been specially trained to provide assistance to people who have experienced domestic or sexual violence.

313 Foothills Drive
Blountville, TN 37617
(423) 574-7233

TENNESSEE COALITION TO END DOMESTIC & SEXUAL VIOLENCE provide legal and advocacy services to those who experience sexual assault, domestic violence, or stalking.

2 International Plaza Drive, Suite 425
Nashville, TN 37217
(800) 289-9018



TITLE IX

What are potential sanctions or protective measures that ETSU may impose if someone is found responsible for a violation of ETSU's General Policy on Student Conduct and Disciplinary Sanctions?

- Restitution, warning, reprimand, public service, education or counseling programs, apologies, fines, restrictions, probation, suspension, expulsion, delay or denial of degree award, revocation of admission, degree, or credential, housing probation, suspension, or forfeiture, any appropriate alternate sanction, interim suspension, or suspension from student organizations.
- They are also defined in ETSU's policy on progressive discipline: informal discussions, formal verbal warnings, written warnings, probation, suspension without pay, suspension with pay, demotion, and termination.

Preserving Evidence:

Preserving evidence is important and may be necessary to prove allegations of domestic violence, dating violence, sexual assault, or stalking, or in obtaining protection order;

- If you file a report or make a formal complaint, or think you may do so in the future, you are encouraged to preserve evidence of the incident. Evidence may include text messages, emails, social media posts, or other communications, and photographs. Personal notes and calendars may also be helpful. If you have been sexually assaulted, you may need the services of a forensic nurse examiner even if you do not report the incident right away. You are encouraged to seek medical advice and file a report even if you did not preserve evidence.

How will ETSU protect my confidentiality?

Reports of sexual misconduct are not confidential, however ETSU will make every effort to respect the privacy of all people involved in a way that is consistent with the need to carefully assess the complaint and to take any necessary steps to stop the conduct, prevent it from happening again, and address its impact.

Information will only be shared with those people who have a need to know in order to protect the safety of those involved.



To whom should I report an alleged offense?

Title IX coordinators

Garrison Burton
Title IX Coordinator
(423) 439-8544

Michelle Edwards
Deputy Title IX
Coordinator
(423) 439-8543

Lauren Aksionoff
Deputy Title IX
Coordinator for Athletics
(423) 539-48091

ETSU public safety

Dial 911 or (423) 439-4480

What if I want to report the alleged offense to law enforcement, on-campus authorities or an ETSU employee?

- At any time, complainants or victims may report any incident of sexual misconduct to ETSU public safety, local law enforcement, or any ETSU employee with a reporting obligation. The office of university compliance and public safety will work cohesively to appropriately respond to any reported allegations.

Who can help me in notifying law enforcement authorities?

- All ETSU employees should be trained in proper response to reports of sexual misconduct and may assist you in reporting if requested.

Should I notify law enforcement?

- Victims or complainants who file a report with the office of university compliance are not required to report allegations of sexual misconduct to law enforcement.

ETSU will provide statistics of such reports with public safety in order to comply with its policy on clery act compliance policy, but will not provide identifying information if the complainant requests it be withheld. Information will be shared with those people who have a need to know in order to protect the safety of those involved.

What are my rights as a victim?

- ETSU public safety will work with parties with regards to lawful criminal, civil, or tribunal court orders, as necessary, including orders of protection, no contact orders, and restraining orders. The Title IX coordinator and public safety may issue mutual no contact orders at the request of any party.

What happens after a report has been made?

- ETSU will provide a prompt, fair, and impartial investigation and resolution.
- The investigation will be conducted by officials who receive annual training on issues related to domestic violence, dating violence, sexual assault, and stalking and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.
- ETSU's Title IX rule and policy on discrimination, harassment, and sexual misconduct contains the procedures ETSU follows in such cases. Go to etsu.edu/universitycounsel/compliance.

What are the rights of the parties?

- Both the accuser and accused shall be simultaneously informed in writing of the outcome of any institutional disciplinary proceeding that arises from an allegation of domestic violence, dating violence, sexual assault, or stalking.
- The accused and the victim have the right to appeal the results of the institutional disciplinary proceeding.
- The accused and the victim shall be informed in writing of any change to the results that occurs prior to the time that such results become final; and when such results become final.