



UNIVERSITY OF
ADVANCING
TECHNOLOGY

Title IX Training

Title IX Training

Purpose of this Training

- To help you understand your rights and responsibilities under Title IX of the Education Amendments of 1972.
- To ensure all members of the UAT community contribute to a safe, respectful, and equitable environment.
- To clarify what to do if someone discloses sex-based discrimination, harassment, or violence to you.

Remember: You don't need to be an expert – you just need to **know how to recognize, respond, and refer** appropriately.

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.”

What is Title IX?

In simple terms:

- Title IX protects **students, employees, and visitors** from sex-based discrimination in **all university programs and activities**.
- It applies to **everyone** – regardless of gender, gender identity, or sexual orientation.

Who is covered?

- ▶ Current and prospective students, faculty, staff, volunteers, interns, vendors (including their employees), independent contractors, visitors, and institution-affiliated organizations.
- ▶ Covers Sexual Misconduct that occurs:
 - on-campus or in university buildings
 - at university-sponsored events (including online)
 - in off-campus situations that have a continuing impact on the campus environment

UAT's Title IX Policy

The University of Advancing Technology is committed to providing equal opportunity to its students and employees, and to eliminating discrimination when it occurs.

UAT's Title IX Obligation

- **Respond promptly** to all reports of sexual misconduct or discrimination.
- **Offer supportive measures** to the complainant (and respondent if appropriate).
- **Conduct fair, impartial investigations.**
- **Take steps to prevent recurrence** of the behavior.
- **Protect individuals from retaliation** for reporting or participating in a Title IX process.

Be on alert as instances of discrimination and harassment may be brought to your attention in various ways: media reporting, social networking, discussions amongst students, staff, and faculty; not just the traditional way of an individual approaching you about the issue.

UAT's Title IX Policy

**UAT strictly
prohibits
discrimination or
harassment on
the basis of:**

- ▶ Race & Color
- ▶ Religion/Religious Creed
- ▶ Genetic Information
- ▶ Disability status
- ▶ Sex & Gender Identity
- ▶ Age
- ▶ Sexual Orientation
- ▶ National Origin & Ancestry
- ▶ Veteran status
- ▶ Pregnancy Discrimination

UAT's Title IX Policy

Prohibited forms of sexual misconduct include, but are not limited to:

- non-consensual sexual intercourse
- non-consensual sexual contact
- sexual exploitation
- relationship violence
- stalking

Sex-Based Discrimination

occurs when a person is treated unfavorably because of their sex, gender, sexual orientation, gender identity, or pregnancy status

Examples:

- Denying a student opportunity based on gender
- Unequal pay or benefits
- Discrimination against a pregnant student or employee

Sexual Harassment

Sexual harassment is unwelcome conduct of sexual nature.

- ▶ Unwelcome sexual advances
- ▶ Request for sexual favors
- ▶ Other verbal, nonverbal, or physical conduct of a sexual nature

The harassment may be a one-time occurrence or a persisting behavior.

The harasser's conduct must be unwelcome.

The harassment may occur between individuals of the opposite sex and individuals of the same sex.

Sexual Harassment

Includes:

1. **Quid pro quo harassment** - when an employee conditions a university benefit on sexual conduct.
2. **Hostile environment harassment** - unwelcome sexual conduct that is so severe, pervasive, and objectively offensive it denies a person equal access.
3. **Sexual assault, Dating Violence, Domestic Violence, or Stalking.**

Knowledge Check

Scenario:

A student tells you their professor keeps making comments about their appearance and touching their shoulder during lab sessions.

Question:

Is this something you must report under Title IX?

Knowledge Check

Answer: YES

Unwelcome sexual comments or touching may constitute sexual harassment. Faculty and staff are mandatory reporters and must share this information with the Title IX Coordinator.

Sexual Violence

any physical sexual act
perpetrated without
affirmative consent or to an
individual who does not have
the capacity to give consent

Silence or lack of resistance is **not** consent.

**Consent must be unambiguous,
clear, and a voluntary agreement
between both participants.**

Both participants must have the capacity to give consent; consent must be continuous through the act; and consent can be revoked at any time.

Consent cannot be given due to:

Age of participants

Use of drugs

Use of alcohol

Intellectual or other disability that would incapacitate a person from giving consent

Sexual Violence

**includes attempted
or completed:**

- ▶ Rape
- ▶ Sexual Assault
- ▶ Sexual Battery
- ▶ Sexual Abuse
- ▶ Sexual Coercion
- ▶ Stalking (including cyber-stalking)
- ▶ Exhibitionism
- ▶ Verbal or physical sexually based threats or abuse

Reporting

- ▶ Anyone who hears of, witnesses, or experiences an occurrence of sex-discrimination, sexual harassment, or sexual violence.
- ▶ You are obligated to report all incidents shared with you - **even if the person asks you to keep it private.**
- ▶ Anyone who knowingly or recklessly makes a false accusation of sex-discrimination, sexual harassment, or sexual violence, will be subject to disciplinary action.

Reporting


Title IX Geography

It doesn't matter if the incident occurred on-campus or off-campus, a week ago, or a year ago.

It must be reported to the Title IX Coordinators.

- ▶ Every student, faculty, and staff member has the right to experience a professional atmosphere that promotes equal opportunities and prohibits sex-discrimination, including sexual harassment and sexual violence as defined and otherwise prohibited by state and federal law.
- ▶ Report all known, observed, or experienced sex-discrimination, sexual harassment, and sexual violence.

Reporting Procedure

- ▶ If you are the victim, tell the harasser their behavior is unwelcome.
 - ▶ If you are the victim, maintain a record of objectionable conduct in order to effectively report the allegations.
 - ▶ If you are the victim or a witness, report all claims of sex-discrimination, sexual harassment, and sexual violence to the Title IX Coordinators.
 - ▶ All claims will be promptly communicated by the recipient of the complaint to the appropriate parties.
 - ▶ Staff, faculty, and students are urged to report all claims promptly so that a rapid response and appropriate action can be taken.
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Reporting Procedure

If a student, staff, or faculty member approaches you about experiencing sex-discrimination, sexual harassment, or sexual violence:

Be transparent: explain your reporting obligation before the person shares details; reassure them that this will be handled as confidentially as possible.

Show empathy: Listen and support without judgement.

Report promptly: All faculty and staff must report student claims to the Title IX Coordinators; contact the Coordinator for guidance or to make a report.

Maintain confidentiality: Share information only if directed by law enforcement or coordinators.

Follow up: Make sure the individual is aware of resources available to them.

Knowledge Check

Scenario:

An employee tells you privately that a colleague has been sending unwanted texts and they “just need to vent” but don’t want you to tell anything.

Question:


What do you do?

Knowledge Check

Answer: Explain your reporting obligation and inform them you must share the information with the Title IX Coordinator.

Even if they ask for confidentiality, faculty and staff must report potential harassment so UAT can offer support and assess any safety risk.

Student Reporting

- ▶ Students can report directly to the Title IX Coordinator, a faculty or staff member, or a Founder's Hall RA.
 - ▶ Reports can be made by the affected student, a friend, or anyone who witnessed the incident.
 - ▶ Anonymous reports are accepted, but may limit the university's response options.
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- A solid blue triangle pointing upwards, located in the bottom right corner of the slide.

Who do I report to

Title IX Coordinators - TitleIX@uat.edu

Brandi Beals

Title IX Coordinator

VP of Student Affairs

bbeals@uat.edu

480-351-7879

Renee Price

Deputy Title IX Coordinator

Employee Relations Manager

rprice@uat.edu

480-351-7908

Always call 911 if someone is in immediate danger.

Title IX Coordinators

- ▶ Will inform you of available actions: filing a complaint or a police report.
- ▶ Will provide you with resources: health services, counseling, local crisis centers.
- ▶ Will offer interim measures during the investigation.

Title IX & Police

- ▶ UAT must investigate all incidents even if law enforcement has been notified.
- ▶ Title IX violations may occur without criminal violations.

Confidentiality

- ▶ Your privacy will be protected to the extent possible in compliance with Title IX laws.
- ▶ The University is required to investigate every report filed and will collect all necessary information to resolve the grievance.

Why isn't confidentiality guaranteed?

- ▶ The Title IX Coordinator must balance confidentiality and the safety of other students, faculty, and staff of the University.

Retaliation

An individual cannot be retaliated against for reporting discrimination, participating in a discrimination investigation, or opposing discrimination.

- Retaliation against anyone for reporting, participating, or cooperating in a Title IX process is strictly prohibited.
- Retaliation includes threats, intimidation, harassment, or discrimination.
- Report any suspected retaliation immediately to the Title IX Coordinators.

Knowledge Check

Scenario:

A faculty member learns that a student who filed a Title IX complaint is being excluded from a study group by peers who “don’t want drama.”

Question:

Is this retaliation?

Knowledge Check

Answer: Yes, potentially.

Excluding or mistreating someone for participating in a Title IX process may constitute retaliation and must be reported.

The Big Picture

- **Recognize:** Understand what qualifies as discrimination, harassment, or sexual violence.
- **Respond:** Listen respectfully and explain your reporting duties.
- **Report:** Share the information promptly with the Title IX Coordinator.

You are a critical part of maintaining a **safe, inclusive learning and working environment.**

UAT Catalog

The UAT Catalog is a great resource for additional information about Title IX.

Access the catalog for further information on:

<http://www.uat.edu/uat-catalogs>

- > Complaint Investigation Process
- > Student Grievance Policy
- > Title IX Grievance Policy

Clery Act

The Clery Act fosters campus safety awareness, ensuring that staff, faculty, students, and our community is informed about essential public safety and crime prevention matters.

<http://uat.edu/campus-security>

Campus Crime Statistics and
Annual Security Report

Questions, concerns, or comments regarding campus safety should be directed to the Campus Safety Manager at 480-351-7896

Final Reflections

- **Title IX protects** the right of every student and employee to learn and work in an environment free from discrimination and harassment.
- Each of us plays a role in fostering a **culture of respect, equity, and accountability**.
- Understanding how to **recognize, respond to, and report concerns** helps ensure that those affected receive support and UAT remains compliant.
- **Your awareness and action** contribute to a safer, more inclusive campus community.

Remember: Title IX is everyone's responsibility - awareness and compassion are key to prevention and support.