



UNIVERSITY OF
ADVANCING
TECHNOLOGY

Title IX Mandatory Reporting Training

UAT's Title IX Policy

**The University of
Advancing
Technology
strictly prohibits
discrimination or
harassment on
the basis of:**

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

UAT's Title IX Policy

Who is covered?

- ▶ Title IX protects all persons regardless of their real or perceived sex, gender identity, and expression.
- ▶ Current and potential students, faculty, and staff of any gender are safeguarded from any sex-discrimination, sexual harassment, and sexual violence.
- ▶ It further applies to on- or off-campus behavior involving students and the ability to access education and the workplace.

Mandated Reporting

UAT has designated employees,
Responsible Employees,
who follow mandatory reporting
guidelines for Title IX incidents.

Why have Mandatory Reporting?

- ▶ Assures appropriate services to victims of sexual violence,
- ▶ Fosters transparency about campus crimes, and
- ▶ Permits the institution to appropriately remedy discrimination and harassment.

Who are the Responsible Employees at UAT?

**Title IX Coordinators and Investigators
Student Services Advisors
UAT Leadership Group
Full-Time, Part-Time, Adjunct Faculty
Program Support Specialist
Resident Assistants (RAs)
Founder's Hall Management Team
Campus Safety Staff**

Mandated Reporting

As a Responsible Employee, you are expected to report acts of sex-discrimination, sexual harassment, or sexual violence involving any member(s) of the campus community, guests, or visitors to the Title IX Coordinators.

Sexual harassment is unwelcome conduct of sexual nature, including:

- Unwelcome sexual advances

- Request for sexual favors

- Other verbal, nonverbal, or physical conduct of a sexual nature

Sex-based discrimination encompasses:

- Sex Stereotypes

- Sexual Orientation

Sexual Violence includes attempted or completed:

- Rape and attempted rape

- Sexual assault, battery, abuse, and coercion

- Exhibitionism

- Verbal or physical sexual based threats or abuse

- Stalking (including cyber-stalking)

Please review the Title IX Policy in the Academic Catalog for an extensive list of behaviors and actions.

Who do I report to

Title IX Coordinators - TitleIX@uat.edu

Brandi Beals

VP of Students

bbeals@uat.edu

480-351-7879

Renee Price

Employee Relations Manager

rprice@uat.edu

480-351-7908

The Title IX Coordinator's role is to oversee efforts to investigate, remedy, stop, and prevent all forms of sexual harassment and sex-based discrimination on the UAT campus.

Responsible Employees

- As a Responsible Employee, you must report all known information regarding an incident to the Title IX Coordinator without delay.
- Though you may have mentoring and close relationships with our students and other employees, it is not appropriate to promise someone that you will not report what they tell you.
- Thus, if it appears that a victim is about to disclose information regarding a crime, sex-discrimination or sexual violence, you should make sure the victim understand that you will have to share details of their report with a small circle of administrators who may be obligated to act on the information.
- After you report an incident, the Title IX Coordinator will contact the individual regarding the process to file a formal complaint.

Reporting Responsibilities

- As a Responsible Employee, you have a legal duty to act if you receive notice of crimes, sex-discrimination, or sexual violence.
- When a Complainant does not wish to give UAT an official notice, the Title IX Coordinator is empowered to honor that choice under certain circumstances, but also may still proceed with an investigation if a safety concern is present.

Definitions:

- Complainant: refers to the individual who is alleged to be the victim of conduct that could constitute as sexual harassment or misconduct.
- Respondent: refers to the individual who is reported to be the perpetrator of conduct that could constitute sexual harassment or misconduct.

Guiding Victim Reporting

If the Complainant wants:

Privacy

- ▶ Under Title IX, the Complainant may have a limited degree of privacy to certain aspects in regard to their claim, but they will be required to use their name and other identifying information in their report.

Confidentiality

- ▶ May seek confidential counseling resources off-campus and find all list of resources in the full Title IX policy located in the Academic Catalog. As a Responsible Employee, you are still required to advise the Title IX Coordinator of their claim.

Full Report to Title IX Coordinator

- ▶ To assist with this, you should guide them to contact the Title IX Coordinator using the contact information in the policy; you will advise them that you will submit a report to the Coordinator as well

Full Report to Law Enforcement

- ▶ To assist with this, you provide guidance to them on contacting law enforcement and you should also notify the Title IX Coordinator

Reporting Responsibilities: Additional Details

- ▶ If you are uncertain how much information about an act of sex-discrimination or sexual violence must be shared, seek out the advice of a Title IX Coordinator.
- ▶ When behaviors are both crimes and acts of discrimination (e.g. sexual violence), they must be reported to the Title IX Coordinator.
- ▶ They can also be reported to local law enforcement **if a victim wants**, or in an **emergency** or when health/safety is at risk. Otherwise, the Title IX Coordinator will share details with campus law enforcement as necessary and you need only report the Title IX Coordinator.

Reporting Responsibilities: Additional Details

- ▶ Nothing in the institutional policy would mandate an employee to report their own victimization.
- ▶ While many reports come to employees first-hand by victims, the policy imposing a duty to report extends to information received second-hand, online, and even potentially through rumors and gossip, which can often be detailed enough to create notice to the institution.
- ▶ If an incident occurs off campus between members of the campus community, and you are unsure of whether you need to report, seek advice from the Title IX Coordinator.

Reporting Responsibilities: Additional Details

- ▶ Off campus incidents can be within the duty to report under Title IX and the Clery Act, so report them even if you are unsure whether you have to.
- ▶ Timely warnings must be issued immediately for crimes that represent a threat to the campus, so do not delay your report as mandated.
- ▶ Where a health or safety threat is posed to the campus, the Title IX Coordinator can ask that a Complainant divulge the personally identifiable information that they initially held back from the report as it is essential to the protection of the community in cases that represent a risk to the community.

UAT Catalog

The UAT Catalog is a great resource for additional information about Title IX. Access the catalog at:

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

Find more information on:

- ▶ **Complaint Investigation Process**
- ▶ **Student Grievance Policy**
- ▶ **Title IX Grievance Policy**