



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
- ▶ Pregnancy Discrimination

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, employees, volunteers, interns, vendors (including their employees), independent contractors, visitors, and institution-affiliated organizations of any gender are safeguarded from any sex-discrimination, sexual harassment, and sexual violence.
- ▶ It further applies to on-campus or off-campus behavior (if UAT had control over the respondent and context of the harassment) 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?

- ▶ Ensures that individuals impacted by discrimination or harassment are connected promptly with resources and support.
- ▶ Faculty and staff play a vital role in ensuring safety and equity by forwarding information to the Title IX Coordinator.
- ▶ Reporting allows UAT to track patterns, prevent future misconduct, and remain compliant with federal regulations.

Who are the Responsible Employees at UAT?

**Title IX Coordinators and Investigators
Student Services Advisors
UAT Leadership Group
Resident Assistants (RAs)
Founder's Hall Management Team
Campus Safety Staff**

Knowledge Check

Scenario:

A student tells you privately after class that a classmate made repeated unwanted comments about their body. They say, "please don't tell anyone - I just needed to vent."

Question:

What should you do?

Knowledge Check

Answer:

Explain your role as a Responsible Employee and that you are required to report incidents of sexual harassment or discrimination to the Title IX Coordinator. Reassure the student that their privacy will be respected and that the university will handle the matter sensitively.

Mandated Reporting

As a Responsible Employee, you are expected to report any knowledge 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

- Sexual assault, battery, abuse, and coercion

- Exhibitionism

- Dating and Domestic Violence

- 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 Student Affairs

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

What to do when someone discloses:

- **Before the person shares details**, make every effort to explain your reporting obligations.
- **Listen and be supportive** - avoid judgement or blame.
- **Reassure privacy** - while you must report, the information will be handled sensitively.
- **Report promptly** to the Title IX Coordinator with available details.

Knowledge Check

Which of the following is NOT a Responsible Employee duty?

- A. Listening with empathy
- B. Promising total confidentiality
- C. Reporting to the Title IX Coordinator
- D. Sharing available support resources

Knowledge Check

Answer: B

Responsible Employees cannot promise total confidentiality; however, they can explain privacy protections and connect the individual with confidential sources.

Responsible Employees

- Must report all known information regarding an incident to the Title IX Coordinator without delay.
- It is not appropriate to promise someone that you will not report what they tell you.
- You have a legal duty to act when notified of crimes, sex-discrimination, or sexual violence, so ensure the victim understands your duty to share details with a small circle of administrators who may be obligated to act on the information..
- If they do 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.

Reporting Responsibilities

Key Terms:

- 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.
- Formal Complaint: refers to the written statement by the complainant requesting an investigation or disciplinary process.

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

Knowledge Check

Scenario:

A student tells you they were sexually assaulted but don't want anyone to know and do not wish to talk to the police.

Question:

What should you do?

Knowledge Check

Answer:

Inform the student that, as a Responsible Employee, you must report the incident to the Title IX Coordinator, but that the Coordinator will reach out to offer support and explain options - the student is not required to participate in an investigation or law enforcement process.

Reporting Responsibilities: Additional Details

- **Timeliness matters:** Report as soon as possible after learning of the incident.
- **Documentation:** Include factual details only - avoid speculation or personal opinions.
- **No investigation by employees:** Responsible Employees are not expected to investigate or verify the report.
- **Follow-up:** The Title IX Coordinator will handle outreach, assessment, and next steps.

Reporting Responsibilities: Additional Details

- You are **not required to report your own victimization.**
- You must report **any information** about potential misconduct - even if heard **second-hand, online, or through rumors** - cause it might include enough details to suggest a possible violation.
- **Off-campus incidents** between UAT community members may still fall under Title IX or the Clery Act - **when in doubt, call it out.**
- If there's a **health or safety risk** to the campus, the Title IX Coordinator may request withheld identifying information to help **protect 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**

Final Reflections

- **You are the first link** in UAT's chain of support and compliance.
- How can you **show empathy** while fulfilling your reporting duty?
- What steps will you take to **promote a safe, respectful** campus community?

Remember: reporting isn't just a policy requirement - it's an act of care and responsibility that helps protect everyone in the UAT community.