



UNIVERSITY OF
ADVANCING
TECHNOLOGY

Title IX Training

Title IX

Title IX is a landmark federal civil right that prohibits sex discrimination in education.

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.

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.

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

- ▶ When UAT knows (or reasonably should know) of possible sex-discrimination, sexual harassment, or sexual violence, it will take prompt and appropriate steps to investigate the situation.
- ▶ Instances of discrimination and harassment may be brought to your attention in various ways. This includes media reporting, social networking, discussions amongst students, staff, and faculty, and not just the traditional way of an individual approaching you about the issue.
- ▶ If the investigation concludes that sex-discrimination, sexual harassment, or sexual violence did occur, immediate steps will be taken to end the action, eliminate the hostile environment, prevent its recurrence, and remedy its effects.

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 status
- ▶ Sex & Gender Identity
- ▶ Age
- ▶ Sexual Orientation
- ▶ National Origin & Ancestry
- ▶ Veteran status

UAT's Title IX Policy

This policy applies to all members of the University community, including current and prospective students, staff, and faculty, and third-party agencies contracted with the University and groups using the University facilities.

It further applies to on- and off-campus behavior involving students and the ability to access education and the workplace.

Sex-Based Discrimination

Sex-based discrimination encompasses:

- ▶ **Sexual Harassment**
- ▶ **Sexual Violence**

This discrimination can impact current and prospective students, staff, and faculty, and third-party groups involved with the University.

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

- ▶ **The victim does not have to be the person who is being harassed, but can be anyone impacted by the offensive conduct.**
- ▶ **Sexual harassment isn't always of a sexual nature. It can include offensive comments about a person's sex or generalized statements about a gender.**

Sexual Violence

Sexual violence is any physical sexual act perpetrated without consent or to an individual who does not have the capacity to give consent.

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

- ▶ Both participants must have the capacity to give consent

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

Who Should Report

- ▶ Any individual who hears of, witnesses, or experiences an occurrence of sex-discrimination, sexual harassment, or sexual violence.
- ▶ All staff and faculty are obligated to report all incidents immediately.
- ▶ Any student, faculty, or staff member who knowingly or recklessly makes a false accusation of sex-discrimination, sexual harassment, or sexual violence, will be subject to disciplinary action.

What Should I Report?

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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Student Reporting

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

- ▶ **Set expectations early:** let them know your obligation to report before they share details.
- ▶ **Be transparent:** Explain that you must report the incident, but it will be handled as confidentially as possible.
- ▶ **Show empathy:** Listen and support without judgement.
- ▶ **Take action:** Contact the Title IX Coordinators for guidance or to make a report.
- ▶ **Report promptly:** All faculty and staff must report student claims to the Title IX Coordinators.
- ▶ **Maintain confidentiality:** Share information only if directed by law enforcement or coordinators.

Who do I report to

Title IX Coordinators - TitleIX@uat.edu

Brandi Beals

Title IX Coordinator

VP of Students

bbeals@uat.edu

480-351-7879

Renee Price

Deputy Title IX Coordinator

Employee Relations Manager

rprice@uat.edu

480-351-7908

For immediate threat, call 911

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.

The Big Picture

- ▶ University of Advancing Technology is responsible for addressing all complaints of sex-discrimination, sexual harassment, and sexual violence and prevent its recurrence.
- ▶ This training has been designed to provide all members of the University with a clear understanding of Title IX regulations, coordinator information, and reporting procedures.
- ▶ For additional questions, please contact the Title IX Coordinators.

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