

Title IX Overview

Board of Governors meeting
September 3, 2020

Presented by:

Peter Hoeman, Interim Dean of Student Services/Title IX Coordinator

TITLE IX

“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.”

Title IX of the Education Amendments of 1972

Implementing Regulations at:

34 C.F.R. Part 106, amended May 6, 2020

Policy No. BOG 1.2: Harassment and Discrimination Policy

- ▶ **“Sexual harassment” is conduct on the basis of sex that satisfies one or more of the following:**
 - ▶ **Sexual assault, dating violence, domestic violence, or stalking**
 - ▶ **Unwelcome conduct so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the College’s education program or activity**
 - ▶ **An employee conditioning the provision of an aid, benefit, or service on an individual’s participation in unwelcome sexual conduct**
- ▶ **Retaliation is prohibited – for reporting, participating in investigation, etc.**

What To Do If Sexual Harassment Is Reported To You

- ▶ Let the person reporting know that you are mandated to report the allegations.
 - ▶ Confidential reporting: Only to the College's Mental Health Counselor
 - ▶ Doesn't necessarily mean an investigation must occur
- ▶ Take immediate action by reporting it to the Title IX Coordinator.
 - ▶ Even if criminal in nature, and reported to law enforcement, it must be reported to the Title IX Coordinator.
 - ▶ If concerning the Title IX Coordinator or Hearing Officer, instead report to the President.
 - ▶ If concerning the President, instead report to the Chair of the Board of Governors.
 - ▶ If concerning the Chair of the Board of Governors, instead report to the WVCTCS Council.
- ▶ Take all allegations seriously.

TITLE IX Grievance Process

- ▶ Please see Investigative Complaint Procedure included in the Board Packet

Statement of Nondiscrimination and Affirmative Action

“New River Community and Technical College does not discriminate in its educational programs or in admission to, access to, treatment in, or employment on the basis of race, color, religion, sex (including pregnancy), sexual orientation, gender identity, national origin, age, marital status, veteran or military status, disability, or genetic information or any other status or condition protected by applicable federal or state laws, Title VII Human Rights Act of 1964, Title IX Education Amendments of 1972, Section 504 of the Rehabilitation Act, Americans with Disabilities Act, and Equal Employment Opportunity Commission.”

QUESTIONS?

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