Title IX Awareness Training
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Understanding Title IX

Title IX of the Education Amendments of 1972 states, “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 educational program or activity receiving federal financial assistance.” Sexual harassment which includes sexual violence, is a form of sex discrimination. NIU is committed to providing an environment free from all forms of discrimination including sexual harassment.

Title IX Applicability

Most commonly thought of as being for students but applies to employees as well in the form of sexual harassment

- Title IX covers a broad range of violations which includes, but is not limited to:
  - Discrimination based on gender/sex
  - Sexual Misconduct – Sexual Exploitation, Non-Consensual Sexual Touching, Non-Consensual Intercourse, Stalking
  - Sexual Violence
  - Sexual Harassment

- Title IX covers all students, employees, guests and visitors at all NIU locations (and in some cases off campus as well)

- Protects everyone regardless of their protected category, including but not limited to, age, sex, gender identity, sexual orientation, race, or disability

Responsible Employees

You are all Responsible Employees and all responsible employees are those who:

- Students could reasonably believe have the authority or responsibility to take action to redress the harassment and
- Have the duty to report harassment or other types of misconduct to appropriate officials;

Title IX Coordinator and Deputy Coordinators

Karen L. Baker, Associate Vice President, Administration and HR Compliance as the Title IX Coordinator is responsible for:
- Coordinating the University’s efforts to comply with Title IX;
- Serving as the contact person for government inquiries;
- Acting as the point person for campus complaints;
- Creating & implementing appropriate Title IX policies and procedures;
- Preventing and remedying gender/sex based discrimination, sexual harassment, and sexual violence.

The University has also appointed the following individuals as Deputy Title IX Coordinators and Investigators:
- Sara Cliffe, Director, Compliance Administration
- Jeanne Meyer, Judicial Officer/Director, Office of Community Standards & Student Conduct
- Sarah Adamski, Assistant Director, Investigations
- Anne Birberick, Vice Provost
- Debra Boughton, Associate Director, Business Affairs, Intercollegiate Athletics
Employee Responsibilities

A responsible employee must report to the Title IX Coordinator (Karen Baker) or other appropriate designee, all relevant details about the alleged sexual violence or sexual misconduct a student, employee, or another person has shared. This includes but is not limited to:

- The names of the alleged perpetrator, if known;
- The student or employee who experienced the alleged sexual violence;
- Other students or employees involved in the alleged sexual violence;
- Relevant facts;
- Date, time, and location.

NOTE: A responsible employee should make every effort to ensure students and employees understand the responsible employee reporting obligation before the individual discloses anything he or she wishes to keep confidential.

Addressing Sex-Based Misconduct

Any member of the University community has the right and responsibility to address any allegation of Title IX violation by:

- Filing a complaint
  - Title IX Coordinator at AADR;
  - Maxient;
- Filing a report with NIU Department of Police & Public Safety when the allegation involves an act of sexual violence, dating, or domestic violence or stalking;
- Seeking Confidential Counseling – This does not start an investigation and does not constitute filing a complaint.

Title IX - Retaliation

NIU has a zero tolerance for retaliation. The Title IX policies prohibit retaliation against any individual (witness, reporter, victim, alleged offender(s)) who participates in a protected activity. A protected activity includes:

- Opposing unlawful employment activity;
- Filing a complaint;
- Assisting someone in reporting discrimination or filing a complaint;
- Participating in any manner in an investigation of discrimination, whether it be the victim, alleged offender, witness, person who reported;
- Protesting any form of discrimination and/or sexual misconduct.

Title IX Awareness

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