*REMINDER:*

- This presentation is about policies and procedures in place at **HAMPTON UNIVERSITY**
- We are a private university that sets our policy according to Federal guidelines, state law, institutional practices and situational incidents.
- We are not bound by the same rules as public institutions.
- Previous schools, colleges or universities where you may have been employed that followed different rules are due to state specific laws, public school rules, individualized practices and cultural differences that are best for that individual university.
• Kelly Harvey Viney  
  *Title IX Coordinator*

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  *Title IX Specialist*  
  Wigwam Building  
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  (757) 727-5426
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.

~ 20 U.S. Code § 1681
Jurisdiction

• The University has jurisdiction over Title IX complaints and investigations.
  • Includes employees and students attending Hampton University
  • 3rd party contractors on campus
  • Study Abroad programs
Entry points to making a Title IX complaint:

- 1. Title IX Office
- 2. HUPD
- 3. Student Counseling Center
- 4. Student Health Center
- 5. Chaplain
- 6. Faculty & Staff -- ie… RESPONSIBLE EMPLOYEES
Those entry points are either:

CONFIDENTIAL v. NON-CONFIDENTIAL RESOURCES
A Confidential Resource has **no requirement** to report incidents of sexual discrimination, harassment or violence.

- **Hampton University:**
  - Student Counseling Center: (757) 727-5617
  - Student Health Center: (757) 727-5315
  - Chaplain: (757) 727-5340

- **Riverside Regional ER/Trauma Center**: (757) 594-2050
- **Sentara Careplex Emergency Room**: (757) 736-2010
- **The Center for Sexual Assault Survivors**: (757) 599-9844
- **Transitions Family Violence Services**: (757) 722-2261
A Non-confidential Resource has an **obligation** to report incidents.

- Hampton University Police Dept. (757) 727-5300
- Title IX Office (757) 727-5426
- Dean of Judicial Affairs and Housing (757) 727-5303
- Dean of Residence Life (757) 727-5486

- Faculty and Staff = RESPONSIBLE EMPLOYEE
A Responsible Employee is any employee:

- Who has the **authority** to take action to redress sexual violence
- Who has been given the **duty** of reporting incidents of sexual violence or misconduct
- Whom a student could reasonably believe has this authority or duty
If a student reports to you that they were involved in a sexual assault or dating or domestic violence incident…

tell them you are a:

• Non-confidential resource

• OBLIGATED

• to report the incident to the Title IX Office
CALL
the Title IX Office
AND
Send an email
INTERNAL MEMO

Send us an internal memo with the following:
- Name of student
- The information revealed by the student
Information revealed in a class assignment DOES NOT need to be reported to the Title IX Office!
THANK YOU

• To everyone who helped a student on the road to healing by reporting incidents to the Title IX Office
Services offered by the Title IX Office are tailored to students completing their education!
Services the Title IX Office can offer

Interim Measures, including:

- Academic Accommodations
- Safety Plan
- Housing changes
- Class schedule change
- Recommend counseling at the Student Counseling Center
- Recommend a check at the Student Health Center
- Etc. (measures specific to the case)
Conduct Covered under Title IX

(ie: DEFINITIONS)
• Sexual Discrimination
• Sexual Harassment
• Sexual Misconduct
• Sexual Exploitation
• Sexual Assault
• Domestic Violence
• Dating Violence
• Stalking
Pregnancy and Pregnancy Related Conditions

• Discrimination on the basis of pregnancy, childbirth, miscarriage, termination of pregnancy, or recovery from any of these conditions is prohibited.

• Students have the right to continue participating in classes and extracurricular activities during pregnancy.

• Students may request adjustments based on general pregnancy needs. Requests for adjustments must be made in writing to the Title IX Office.

• Requests for reasonable accommodations due to a pregnancy-related condition must be accompanied by medical documentation. Requests are considered on a case-by-case basis.
• The University must allow a student to return to the same academic and extracurricular status as before a medical leave began, including providing the student to make up any missed work.

• Alternatives may be offered so the student can make up missed work, including:
  • such as retaking a semester,
  • taking a leave of absence, or
  • allowing the student additional time in a program to continue at the same pace and finish at a later date.
For More details see

www.hamptonu.edu/compliance/title9
Combating Sexual Assault, Dating and Domestic Violence is a Team Effort at Hampton University!
Thank You:

- Helping us get students to our office
- Track down the identity of students
- Compassion
BE AWARE...

- Students are using the Title IX Office for nefarious reasons
DO NOT:

• handle disciplinary matters
  • Sanctions are imposed by the Sexual Discrimination and Misconduct Committee
  • Office of Judicial Affairs and Housing
DO NOT:

• Ask students to skip or miss class to meet with us in the Title IX Office
DO NOT:

• provide academic accommodations for an entire semester
• Change grades
• Wipe out or erase grades from a students record
• Title IX Office policy does not supersede University policy!
DO:

• Work together for the good of the student who needs our help!
Keep S.A.F.E.

Keep Sexual Assault and Abuse From Everyone

- Red Flag Campaign
- “Keep S.A.F.E.” Online course on Sexual Assault and Abuse
- Denim Day
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