

Title IX Overview

New Student Orientation

MILLSAPS COLLEGE

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Integrity

New Student Orientation

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Title IX

Title IX is a federal civil rights law that protects people from discrimination.

“No person in the United States shall, on the basis of their 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.”

What does Title IX mean on a college campus?

Students, Faculty, and Staff have the right to:

- Be free from all types of discrimination including sexual misconduct, sexual harassment, and sexual violence
- Bring forward a complaint in good faith
- Be informed of complaint procedures and options for resolution
- Expect a complaint to be investigated
- Interim measures put into place to ensure safety pending outcome of investigation
- Be free from retaliation

Responsibilities of Millsaps College

- Millsaps must take prompt and effective action to stop harassment, eliminate a hostile environment and address its effects
- Adopt equitable grievance procedures
- Use preponderance of evidence and a reasonable person standard (more likely to be true than not true)
- Conduct investigations separate from and independent of any criminal investigation or proceeding
- Millsaps strives to complete an investigation no more than 60 days from the time we learn about an issue

Millsaps College Title IX Team

Megan James (she/her), VP/Student Life and Dean of Campbell College Center 309 Students

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Campbell College Center 338

Dr. Jennifer Lewton-Yates (she/her), Assistant Dean of Student Success, Assistant Prof. of Greek & Roman Studies

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Campbell College Center 330

Ryan Colvin (he/Him), Director – Center for Career Education

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Jamie Fisher (she/her), Head Women's Volleyball Coach & Interim Athletics Director

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Hall Activities Center 214

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Campbell College Center 320

Melinda Barrow (she/her), Human Resources Director

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Academic Complex 105

Title IX Team

Faculty & Staff Reporting

Melinda Barrow, Director of Human Resources

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- (601) 974-1443
- Academic Complex 105

Athletics Reporting

Jaime Fisher, Head Women's Volleyball Coach & Interim Athletic Director

- fisherb@millsaps.edu
- (601) 974-1475
- Hall Activities Center 214

Student Reporting

Megan James, Dean of Students

- megan.james@millsaps.edu
- (601) 974-1200
- Campbell College Center 338

Issues That Fall Under Title IX

Examples of Title IX Conduct

- Discrimination, harassment or unfair treatment based upon sex/gender or pregnancy
- Sexual harassment, including obscene gestures and unwanted advances
- Sexual violence including abuse, assault, inappropriate touching or sexual advances
- Hostile or discriminatory environment, including sexual jokes or jokes about another person's sexual orientation or gender identity
- Dating or domestic violence, threats or stalking

Jurisdiction Requirements

- On campus or at a college program or activity
- Between parties who are both students, faculty, staff, or associated with the college
- In the United States

Title IX Requirements

- Title IX focuses on the adverse consequences faced by victims of gender discrimination and sexual harassment.
- Requires the College to investigate and to provide a “prompt and effective remedy”.
- This obligation occurs when an alleged victim has given notice to a “responsible employee,” or when the College, in the exercise of reasonable care, should have known, about the assault or harassment.

Title IX “Responsible Employees”

- Any faculty or staff member
- Directors, Coaches, Assistant Coaches
- Campus Safety Officers and any contracted security personnel
- Student employees in responsible positions like RA’s and orientation leaders

Under Title IX “Responsible Employees” have a duty to report incidents of sexual misconduct to the Title IX Coordinator.

Confidential Resources

- Wesson Health Center staff
- Professional Counselors
- Pastoral Staff

Title IX Process

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Making a Report

- In an emergency or to initiate a criminal report, call Campus Safety.
(601) 974-1234
- Complete Title IX Online Form
- Speak to any member of the Title IX team, Faculty or Staff and let them know you need help with filing a report
- Remember- a report is different than a formal complaint

Title IX Process

Conduct reported to responsible employee

Conduct reported to Title IX Coordinator

Intake Process/Pre-Investigation

- Supportive measures issued to complainant
- Jurisdiction and scope reviewed
- Option provided to file a formal complaint
- Written notice of rights and resources provided

Conduct meets definition of Title IX

NO Formal Complaint

Formal Complaint

Title IX Coordinator agrees.
Supportive measures only.

Title IX Coordinator disagrees.
Initiates formal complaint.

Notice of Allegations

Investigation

Hearing

Appeal

Informal resolution or complaint dismissed from Title IX

Conduct does NOT meet definition of Title IX

Faculty/Staff Respondent

Student Respondent

Human Resources Process

Student Conduct Process

If this process reveals that the conduct does meet the definition of Title IX the Title IX process will begin

Consent

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Consent

FREELY GIVEN

Both partners have the freedom to say yes or no. Consent does not involve any type of pressure, force, or manipulation.

REVERSIBLE



Anyone can change their mind at anytime -- even if you are in the middle of the affection.

INFORMED

Both partners need to know exactly what they are consenting to every single time.

ENTHUSIASTIC

HOORAY

Both partners should be excited and very much interested in what is happening. If they are not STOP immediately.

SPECIFIC

Each individual affection requires consent each time. Even if you have done it before.

Q&A



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