Title IX Overview

New Student Orientation

MILLSAPS COLLEGE

Integrity

New Student Orientation

MILLSAPS COLLEGE

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 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

Megan.James@millsaps.edu | 601.974.1225

Campbell College Center 338

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

yatesjl@millsaps.edu | 601.974.1235

Campbell College Center 330

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

colvinrd@millsaps.edu | 601.974.1346

Jamie Fisher (she/her), Head Women's Volleyball

Coach & Interim Athletics Director

burnsjm1@millsaps.edu | 601.974.1475

Hall Activities Center 214

Ryan Upshaw (he/him), Assistant Dean for Student Life, Diversity and Inclusion

Ryan.Upshaw@millsaps.edu | 601.974.1203

Campbell College Center 320

Melinda Barrow (she/her), Human Resources Director

HumanResources@millsaps.edu | 601.974.1443

Academic Complex 105

Title IX Team

Faculty & Staff Reporting

Melinda Barrow, Director of Human Resources

- barroma@millsaps.edu
- (601) 974-1443
- Academic Complex 105

Athletics Reporting

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

- fishejb@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

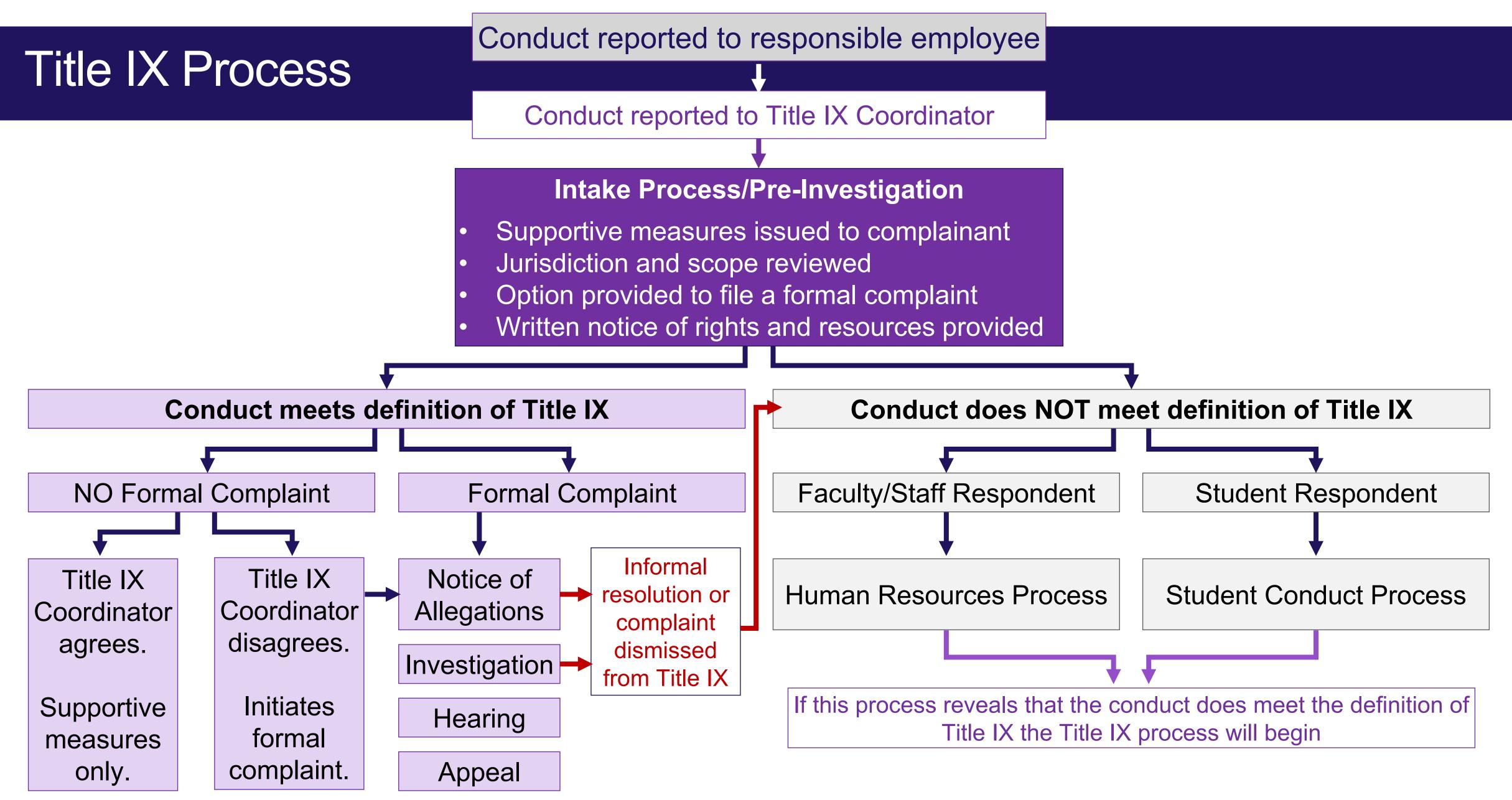
- Wesson Health Center staff
- Professional Counselors
- Pastoral Staff

Title IX Process



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



Consent

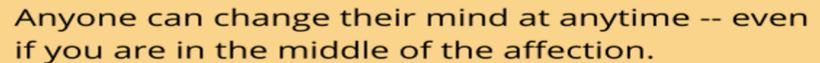


Consent

FREELY GIVEN

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

REVERSIBLE (



INFORMED

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

ENTHUSIASTIC

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.

Q8A



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