

Title IX Mandatory Reporter Training

August 4, 2025

Learning Objectives

- ▶ Recognize behaviors that fall under Title IX
- ▶ Understand Millsaps' responsibilities and your role as a mandatory reporter
- ▶ Know how and when to report incidents

What is Title IX?



Federal Law prohibiting discrimination on the basis of sex in educational programs or activities operated by recipients of federal assistance.

Rights Under Title IX

All members of the Millsaps community have the right to:

- ▶ Be free from all types of sex discrimination
- ▶ Submit a complaint in good faith
- ▶ Know of complaint procedures and options for resolution (formal and informal)
- ▶ Expect a complaint to be thoroughly investigated when it falls under our jurisdiction
- ▶ Receive supportive measures
- ▶ Be free from retaliation
- ▶ Be advised of the outcome of an investigation

Issues That Fall Under Title IX

Prohibited Conduct

- ▶ Sexual violence/assault
- ▶ Dating/Domestic violence
- ▶ Stalking
- ▶ Discrimination, harassment, or unfair treatment based on gender/sex or pregnancy
- ▶ Sexual exploitation
- ▶ Creating a hostile or discriminatory environment
- ▶ Sexual harassment
- ▶ Quid pro quo
- ▶ Retaliation

Jurisdictional Requirements

- ▶ On-campus or at a college program or activity
- ▶ Between those currently working/enrolled at the college.
- ▶ In the United States

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

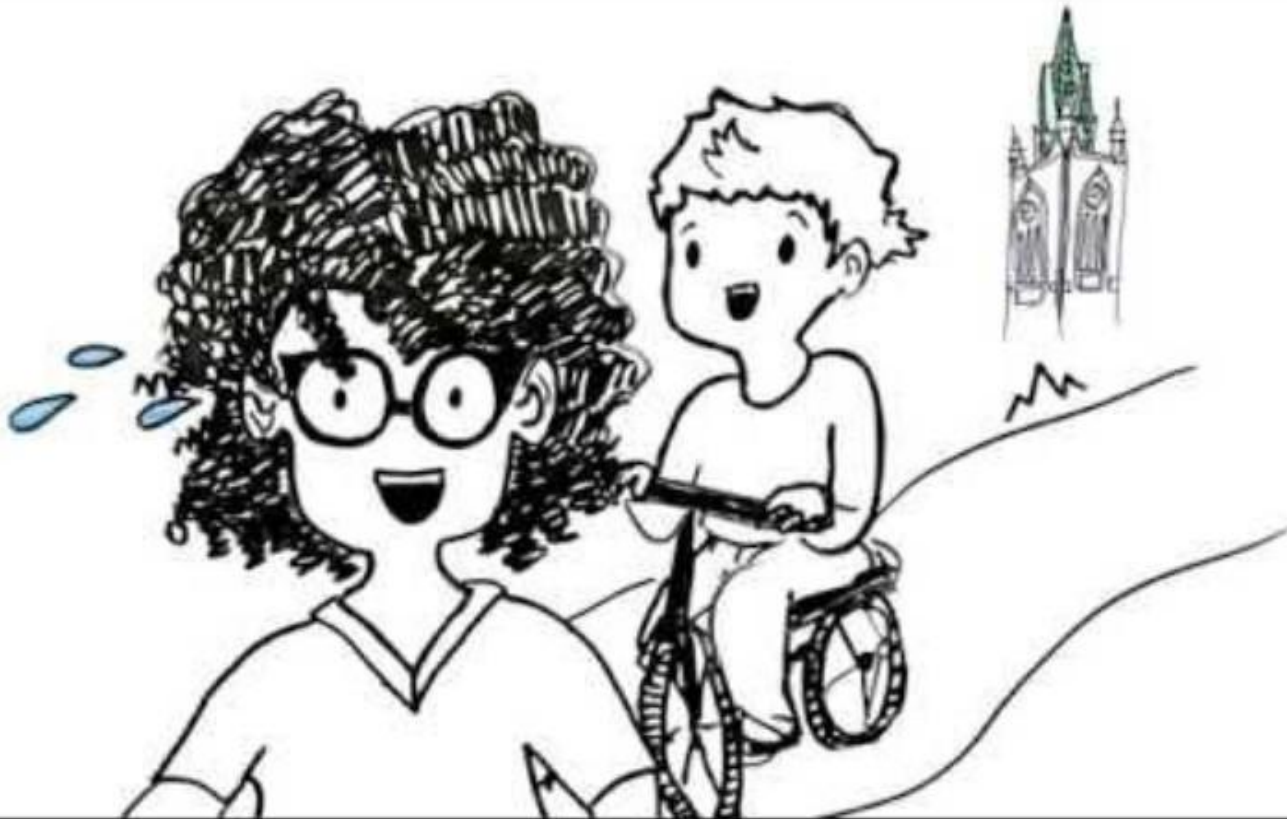
HOORAY

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.

Consent is like Riding a Bike



Millsaps' Responsibilities

The College's Responsibilities



- ▶ Adopt equitable policies related to Title IX
- ▶ Designate Title IX Coordinators
- ▶ Designate and train mandatory reporters
- ▶ Conduct trainings for the campus community
- ▶ Take prompt and effective action regarding complaints
- ▶ Conduct timely investigations that are separate from criminal investigations
- ▶ Use the preponderance of evidence to determine responsibility

What does the Title IX Coordinator do?

- ▶ Ensure the Title IX process is completed in a fair and timely manner
- ▶ Process initial complaints, assist with providing supportive measures, and lead all parties through processes
- ▶ Implement and oversee Millsaps policies and proceedings pertaining to Title IX.
- ▶ Plan and oversee Title IX trainings
- ▶ Serve as a resource for all Title IX-related matters

Millsaps College Title IX Team

Student Reporting

Patrick Cooper

Director of Residence Life
& Title IX Coordinator

coopeap@millsaps.edu

601.974.1469

College Center 328

Faculty & Staff Reporting

Melinda Barrow

Director of Human Resources

barrowma@millsaps.edu

601.974.1443

Academic Complex 105

Athletic Reporting

Jaime Fisher

Head Women's Volleyball Coach
& Associate Athletic Director

fisherjb@millsaps.edu

601.974.1475

Hall Activities Center 214

Mandatory Reporters & Confidential Resources

- ▶ The following are considered mandatory reporters:
 - ▶ All faculty and staff members
 - ▶ Directors, coaches, and assistant coaches
 - ▶ Campus safety officers or contracted security professionals
 - ▶ Student employees in responsible positions (RAs/orientation leaders)
- ▶ Confidential campus resources
 - ▶ Campus Counselors: counseling@millsaps.edu
 - ▶ Campus Nurse: health@millsaps.edu
 - ▶ Office of the Chaplain: chaplain@millsaps.edu

Your Responsibilities

- ▶ Report all Title IX related behaviors to the Title IX Coordinator immediately
- ▶ Inform the student you are not a confidential resource
- ▶ Provide only basic information needed to initiate an official response
- ▶ Cooperate with investigations if called upon



Do NOT try to decide on your own whether an incident falls under Title IX. Notify the Title IX Coordinator and let the Title IX team review the situation.

How to Report

Reporting

- ▶ In an emergency or to initiate a criminal report, call Campus Safety at 601-974-1234
- ▶ [Complete the online Title IX Form](#)
 - ▶ Go to [Millsaps.edu/title-ix](https://millsaps.edu/title-ix)

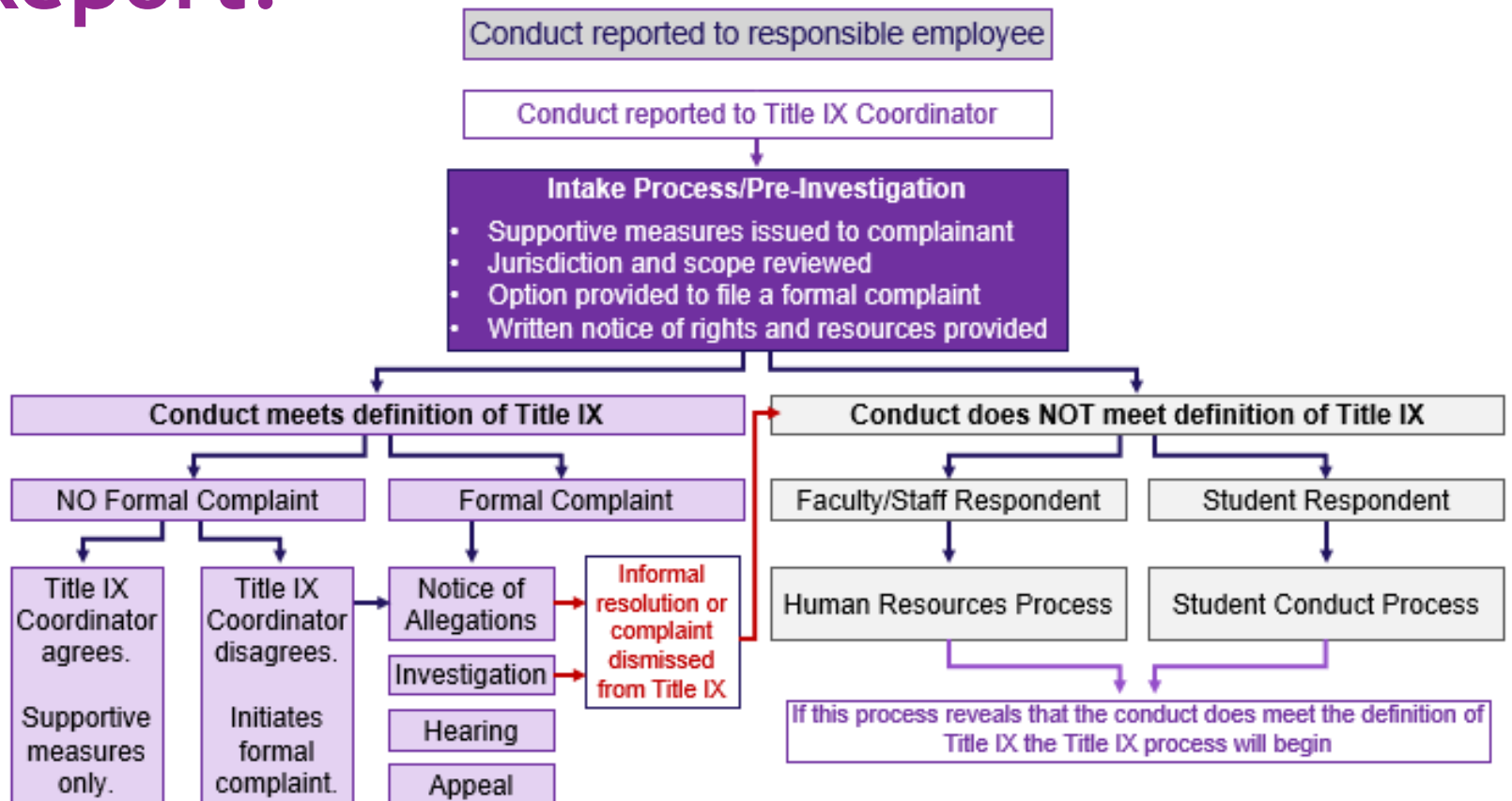
File a Sexual Misconduct or Title IX Complaint

Please file any reports or complaints via this [form](#).

- ▶ Meet with a Title IX team member.
- ▶ Scan the QR Code in the Title IX pamphlet

Not all reported behavior initiates an investigation or may constitute a violation of Title IX. The Title IX Coordinator can provide more information about your options, rights, and resources.

What Happens After I Report?



Questions?

