



TITLE IX:

UNDERSTANDING YOUR RIGHTS AND RESPONSIBILITIES

AUGUST 13, 2025



WHAT IS TITLE IX?



- Title IX of the Education Amendments of 1972 is a federal law.
- Prohibits discrimination on the basis of sex in education programs or activities.
- Millsaps College is a recipient of federal financial assistance.

WHAT FALLS UNDER TITLE IX?

Examples of Title IX Prohibited Conduct

- **Dating violence**
- **Domestic Violence**
- **Pregnancy and parenting discrimination**
- **Quid Pro Quo Harassment**
- **Retaliation**
- **Sexual assault** – Rape, fondling, incest, or statutory rape
- **Stalking** – conduct directed at someone that causes fear for safety or substantial emotional distress
- **Unwelcome conduct** on the basis of sex that is **so severe, pervasive, and objectively offensive** it denies a person equal access to an educational program or activity.

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

TERMINOLOGY

- **Complainant:** The person who initiates a formal complaint against another individual.
- **Respondent:** The person who answers or defends against the complaint.

RIGHTS UNDER TITLE IX

Students, Faculty, and Staff are:

- Protected against various forms of sexual harassment, sexual assault, or dating violence.
- Able to submit a report to a designated TIX Coordinator.
- Informed of complaint procedures and options for resolution
- Assured a formal complaint will be investigated when it falls under the college's jurisdiction
- Afforded supportive measures
- Protected from retaliation
- Able to report to local law enforcement.
- Advised of the outcome of the investigation

AFFIRMATIVE 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



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.

MILLSAPS' RESPONSIBILITIES

- Conduct trainings
- Take prompt and effective action.
- 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
- When a matter falls within our jurisdiction - strive to complete an investigation in a timely fashion.
- Designate Title IX Coordinators



TITLE IX COORDINATION

The Millsaps College Title IX Coordinator oversees and provides leadership for Title IX activities. Some of the responsibilities include:

- Disseminate and implement Millsaps' policies and procedures regarding Title IX
- Oversee training initiatives for the campus community
- Serve as a resource for the community
- Process initial reports and guide claimants/respondents through processes if a formal complaint is registered.
- Work closely with the Title IX team

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

Athletics Reporting

Jaime Fisher, Head Women's
Volleyball Coach & Deputy Title IX
Coordinator
fishelj@millsaps.edu 601.974.1225
Hall Activities Center 214

Faculty and Staff Reporting

Melinda Barrow, Director of Human
Resources & Deputy Title IX
Coordinator
barrowma@millsaps.edu 601.974.1443
Academic Complex 105

MANDATORY REPORTERS

All of the following have a duty and responsibility to report incidents of sexual misconduct to the Title IX Coordinator:

- Any faculty or staff member
- Directors, coaches, and assistant coaches
- Campus Safety Officers and any contracted security personnel
- Student employees in responsible positions (i.e. Resident Assistants, Pathways Peers, and Ford Fellows)

CONFIDENTIALITY & CONFIDENTIAL RESOURCES

- **Campus counselors**
 - counseling@millsaps.edu
- **Nurse Kathryn Lee Ware** in the Wesson Health Center
 - health@millsaps.edu
- **Pastoral staff**
 - chaplain@millsaps.edu



REPORTING

- In an emergency or to initiate a criminal report, call Campus Safety at 601.974.1234
- [Complete the online Title IX Form](#)
- Talk to a mandatory reporter and ask for assistance.
- Meet with a member of the Title IX team.
- Scan the QR code in your brochure.
- Call to schedule an appointment.

*Not all reported behavior initiates an investigation or may constitute a violation of Title IX.
Consult with the Title IX Coordinator to learn about your options, rights, and resources.*

FINAL TAKEAWAYS

- TIX protects you and every other member of the Millsaps community
- Your words and actions matter – lead by example.
- TIX is about equal opportunity, safety, and respect – not retribution.
- Know the boundaries and communicate clearly.
- When in doubt report.
- Support is available on campus.

QUESTIONS

