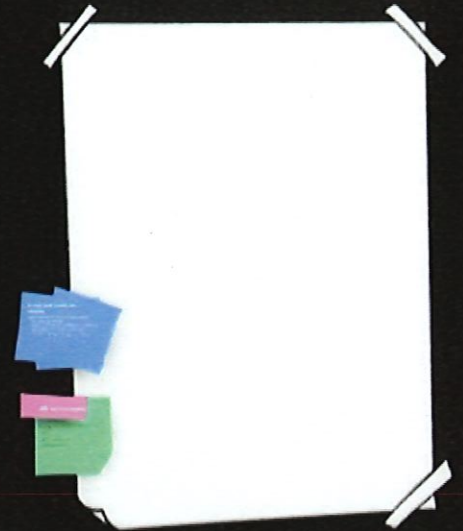
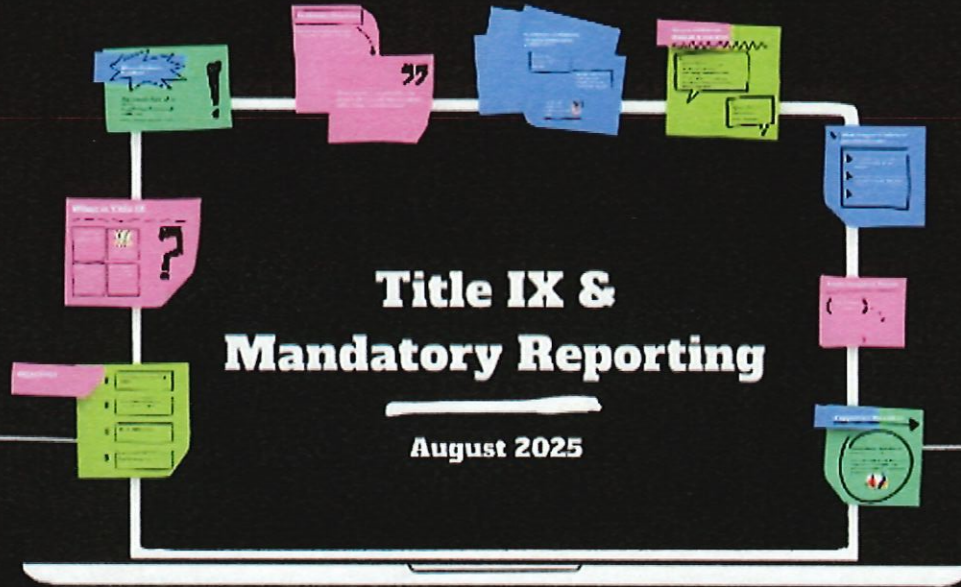
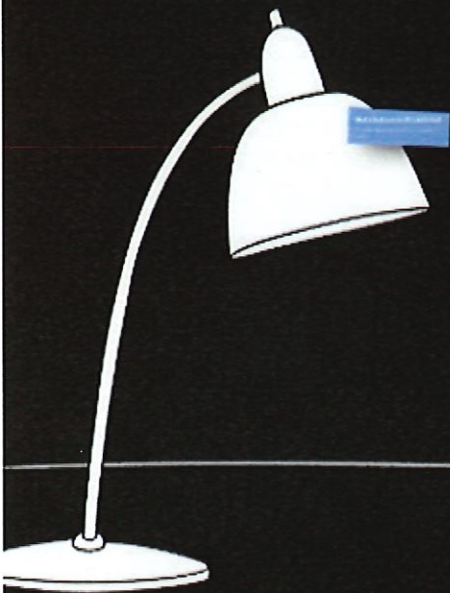


# Title IX & Mandatory Reporting

August 2025





# Objectives

**A**

Understand your role as a mandatory reporter

**B**

Recognize what constitutes sexual harassment and misconduct

**C**

Know how and when to report

**D**

Understand actions that could lead to a formal grievance process



# What is Title IX

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Federal civil  
rights law (1972)



Prohibits sex-based  
discrimination in federally  
funded education programs  
and activities.

Includes:

- Sexual harassment
- Sexual assault
- Stalking
- Dating violence
- Retaliation

Requires schools to  
respond promptly and  
equitably to reports  
received.







## **Who are Mandatory Reporters?**

- College employees (i.e. faculty, staff and coaches)
- Resident Assistants, Ford Fellows, and Pathways Peers

All must report any known or suspected violations they witness, are told about, hear of second hand, or become aware of.

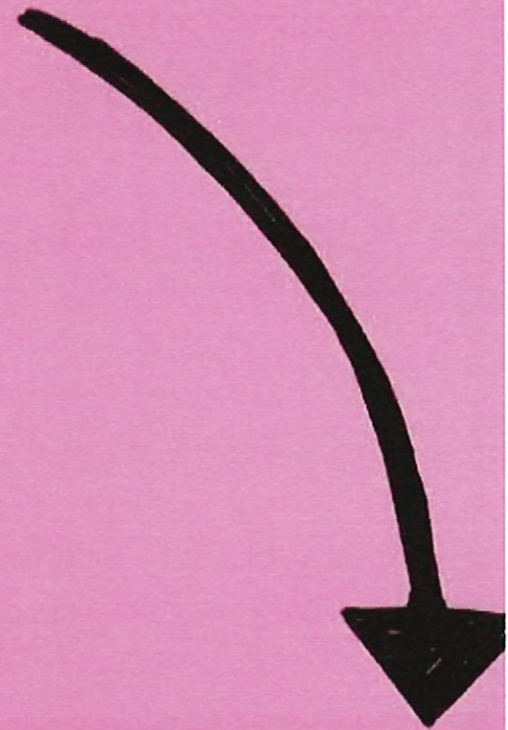




# Confidential Resources

Counselors, clergy and medical providers  
working for or on behalf of the college.

Confidential Resources may be required to break confidentiality if they believe there is an immediate and serious threat to the community or to someone's health, safety, or property.







Millsaps counselors: [counseling@millsaps.edu](mailto:counseling@millsaps.edu)

Wesson Health Center staff: [health@millsaps.edu](mailto:health@millsaps.edu)

Ordained clergy: [chaplain@millsaps.edu](mailto:chaplain@millsaps.edu)



# Key Definitions Pertaining to Sexual Harrassment

(per 2020 regulations)

Quid pro quo  
harrassment by an  
employee

Unwelcome conduct that is so  
severe, pervasive, and  
objectively offensive that it  
denies a person equal access

Sexual assault,  
dating violence,  
domestic violence, &  
stalking





# Responsibilities of Mandatory Reporters

## DO:

- Be supportive and listen.
- Inform student you are not confidential
- Allow them room to make decisions
- Focus on student's safety and refer accordingly
- Report to the TIX Coordinator
  - Online, QR code, E-mail, Call, Meet with
- Provide basic information to begin college processes
- Cooperate with investigation

## DON'T:

- Attempt to investigate or resolve informally
- Promise confidentiality
- Delay reporting or assume someone else did
- Retaliate or allow retaliation





## What to say to a resident or peer who discloses



Thank them for sharing and let them they are in control with whom they share their experience.



You are required to submit a report and encourage them to submit one as well with Campus Safety, local law enforcement, and/or the TIX Coordinator.



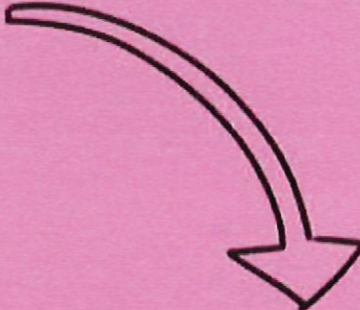
Advise them to obtain medical and emotional support.



# Formal Complaint Process

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Should a complainant file a formal complaint or the college must act

- 
- Report made to TIX Coordinator
  - Coordinator contacts complainant to discuss options and offer supportive measures
  - Formal complaint triggers an investigation
  - Live hearing
  - Parties may have advisors
  - Decision made released by panel
  - Appeals

"Presumption of non-responsibility until process concludes"



# Supportive Measures

Available regardless of a complaint being filed.

Available to complainant and respondent.

Examples: No contact orders, extensions of course related materials, counseling, LOAs, escorts, modifications to work/housing assignments (when possible), etc.





# **Retaliation is Prohibited**

No adverse reaction against anyone reporting or participating  
in a process



## **As RAs and leaders on campus...**

Your behavior matters as much as what we report:

- Use respectful language
- Avoid jokes about gender, relationships, or appearance
- Be mindful of communication – texts and social media
- Treat all residents/peers fairly and consistently

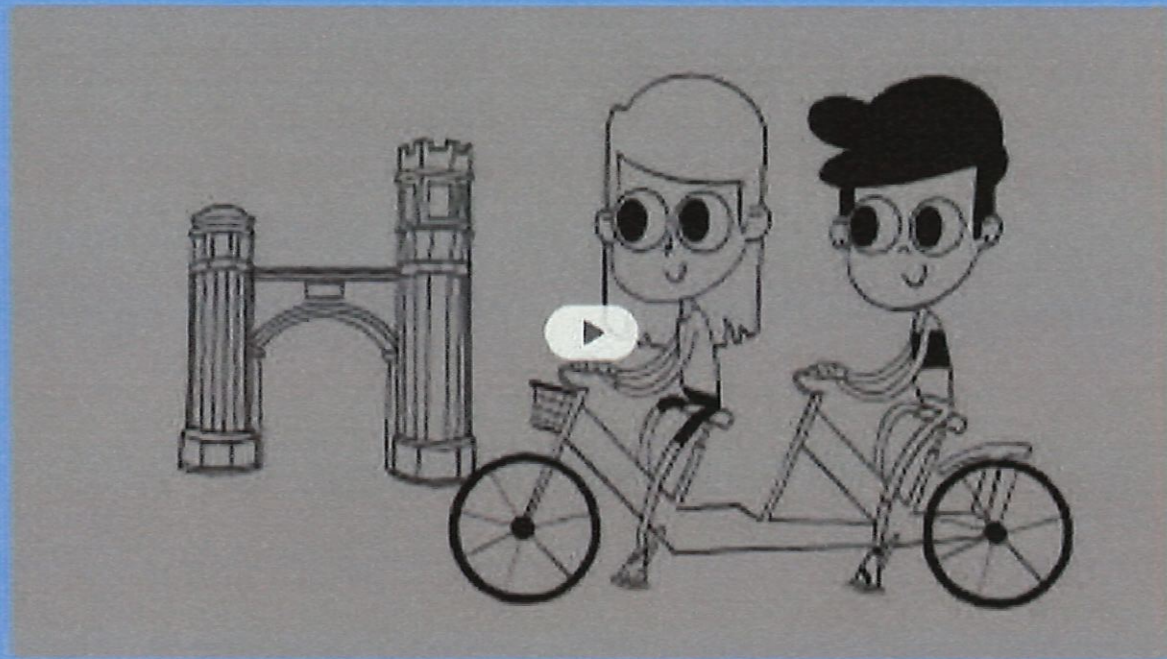


# Affirmative consent

Cornerstone of respectful and healthy intimate relationships. Affirmative consent must be:

- Affirmative
- Conscious
- Voluntary
- Ongoing and obtained for any action
- Freely given without coercion, deception, force, or threat
- Can be revoked at any time







## Final Takeaways

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- You are not a confidential resource and must report
- When in doubt -- report.
- Your words and actions matter -- lead by example.
- Keep your role clear: support, report, don't solve