

What to do in an event of sexual assault?

For information on what to do if you or someone you know has been sexually assaulted, see:

<http://www.asurams.edu/legal-affairs/title-ix/grievance-procedure.php>

Anyone who believes, or receives a complaint, that prohibited retaliation has or is occurring should immediately contact the Title IX Coordinator.

Kimberly Carter **Title IX Coordinator**

Albany State University,
West Campus, K Building, K 320
Office (229) 500-3304
kimberly.carter@asurams.edu

Additional resources:
Counseling and Student Accessibility
Services
(229) 500-3442

Student Health Services
(229) 500-3546

Police Department
(229) 430-4711

Housing & Residence Life
(229) 500-3062

Office of Student Affairs & Success
(229) 500-3553

Lily Pad Center (Sexual Assault Nurse Examiner)
(229) 435-0074

Is retaliation prohibited?

Yes. Title IX prohibits retaliation for making a good faith complaint about sex-based discrimination, including sexual harassment/violence, or for participating in or otherwise being associated with an investigation of alleged sex-based discrimination.

Any responsible employee (e.g., any administrator, supervisor, faculty, instructor, resident advisor or other University community member in a position of authority) who knows of, or receives a complaint of, sex-based discrimination, including sexual violence, must report this to the Title IX Coordinator and must relay any request for confidentiality by the complainant. Failure to so report can result in discipline. Except: The following confidential support/ privileged employees are not required to report information that identifies the alleged victim or third party complainant: Counseling and Disability Services and Student Health Services.

Amnesty—Individuals should be encouraged to come forward and to report sexual misconduct notwithstanding their choice to consume alcohol or to use drugs. Information reported by an individual during an investigation concerning use of drugs or alcohol will not be used against the particular individual in a disciplinary proceeding or voluntarily reported to law enforcement; however, individuals may be provided with resources on drug and alcohol counseling and/or education, as appropriate.

Note: Conduct prohibited by Title IX may also implicate other state or federal laws. Making a complaint to the Title IX Coordinator does not replace the right to pursue other options or remedies available under the law. Impacted individuals also have the right not to report Title IX violations.

TITLE

IX

Protects people from discrimination based on sex in education programs or activities that receive federal funding.



"No person in the United States shall, on the basis of 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."

Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681)

What is Title IX?

Title IX is a federal law passed in 1972 that prohibits sex-based discrimination in all education programs and activities of institutions receiving federal funds, which includes Albany State University (ASU). Prohibited sex-based discrimination includes pregnancy discrimination, sexual harassment, including **sexual misconduct**.

What is sexual harassment?

- Unwelcome verbal, nonverbal, or physical conduct, based on sex or on gender stereotypes, that is implicitly or explicitly a term or condition of employment or status in a course, program, or activity;
- Is a basis for employment or educational decisions; or
- Is sufficiently severe, persistent, or pervasive to interfere with one's work or educational performance creating an intimidating, hostile, or offensive work or learning environment, or interfering with or limiting one's ability to participate in or to benefit from an institutional program or activity.

Sexual harassment prohibited by Title IX includes same-sex harassment regardless of either party's sexual orientation or gender identity, as well as harassment by a subordinate of a person in a position of authority, as well as vice versa.

What is sexual violence?

Sexual violence is a form of sexual harassment prohibited by Title IX that refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to: use of drugs or alcohol, being asleep, an intellectual or other disability, or being under the age of 16. Sexual violence includes rape, sexual assault, sexual battery and sexual coercion.

What is Dating Violence/Intimate Partner Violence?

Violence that occurs between people who are or have been involved in an intimate/romantic relationship.

Contexts in which Title IX applies:

Title IX applies to all ASU services, programs and activities, both on and off campus, including without limitation:

Admissions

Financial aid

Class assignments & course offerings

Academic advising, instruction, evaluation and grading

Discipline

Athletics

Housing

Study Abroad

Health and counseling services

Recreational, residential life & extracurricular services and programs

Employment of academic faculty, staff, and graduate assistants, including the recruitment and selection processes

Who must comply with Title IX?

All University community members must comply with Title IX, including, without limitation: students, faculty, staff, university administrators, athletic staff counselors and visitors.

How to report Title IX violations?

University community members with knowledge that sex-based discrimination, including sexual harassment/violence, has or may be occurring should contact:

Kimberly Carter, Title IX Coordinator
Albany State University
West Campus, K Building
Office (229) 500-3304
kimberly.carter@asurams.edu

OR

U.S. Department of Education Office for Civil Rights (800) 421-3481 or
ocr@ed.gov

Complaints of Sex-based discrimination or harassment may also be submitted electronically at: