



Title IX @ Henderson State University

Dr. Allison L. Vetter
Title IX Coordinator

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870.210.9651


<http://www.hsu.edu/TitleIX/index.html>



Title IX of the Educational Amendments Act of 1972

- 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.

Responsibilities Under Title IX:

- Design, oversight, distribution of Title IX policies.
 - Develop/Implement institution-wide training programs.
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- Develop accessible support materials/resources.
 - Oversight of all Title IX complaints.
 - Coordinate with on/off campus law enforcement.
 - Ongoing review/identification of patterns of discrimination/systematic problems, and development of measures to address.

Policy Prohibiting Sex- and Gender-Based Discrimination, Harassment, Misconduct, and Retaliation

<http://www.hsu.edu/policies/TitleIX.pdf>

- Jurisdiction
 - Conduct may occur off campus
- Resources
- Confidentiality
- Consensual Relationships
- Mandatory Employee Reporting
 - “Responsible Employees”

Consensual Relationships:

- “... the university prohibits sexual or romantic relationships between a university employee and a student in which the employee is in a position of authority, real or perceived, over the student.”
- The employee must report the relationship to the Dean of their college.
- Sexual or romantic relationships between employees in which one party directly supervises or evaluates must be reported to supervisor.

Responsible Employees:

“Private, not confidential”

- “... all employees, including student employees, must within 24 hours of receiving information regarding a potential violation of this policy, report information to the Title IX Coordinator. Only employees who are statutorily prohibited from reporting such information (e.g., licensed health-care professionals) are exempt from these reporting requirements.”

Reporting Sexual Misconduct:

- Contact the Title IX Coordinator
 - 870.210.9651 (call or text)
 - title9@hsu.edu
 - MB309D

- Report online:
<http://www.hsu.edu/TitleIX/TitleIXReport.html>

Complaint Procedure:

- Meet with Complainant
 - Discuss process
 - Interim Measures
- Assign investigators from Title IX Committee
 - Conduct interviews, gather evidence, etc.
- Preparation of Investigative Report & Recommendation
 - “Preponderance” Standard
- Sanctions Panel makes determination



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