



Reports, Complaints, and Grievances

Step 1

Member of campus community reports of instance of sexual harassment, assault, violence, and/or stalking to administrator or member of the Team.

Sexual harassment is defined by any unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term of condition of an individual's employment.
2. Submission to or rejection of such conduct is used as the basis for employment decisions affecting that individual.
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or educational experience or creates an intimidating, hostile, or offensive work or educational environment.

Step 2

- Title IX Coordinator notified.
- Advocates for complainant(s) and respondent(s) assigned.
- Title IX investigator is assigned.
- Title IX Coordinator works with advocates, investigators, administrator, Office of Student Life, University Police, and other University offices as needed.

Step 3

- Title IX Leadership Team makes discipline recommendation.
- Dean of Students (in the case of students) makes discipline decision.
- Appropriate VP and VP for Administration (in case of employee) make discipline decision.

Step 4

- All parties have a right to appeal.
- Final appeals are heard by the University President.

To ensure safety of the campus, there may be limits to the confidentiality of information shared by all parties. Reporting parties should seek clarification if needed. The Title IX Coordinator alone can determine the extent to which information remains confidential.

Additional information about intimate partner violence, stalking, sexual assault, sexual harassment, and support services can be found by visiting the SAU Title IX webpage.

www.SAUmag.edu/Title-IX



Title IX Coordinator

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Southern Arkansas University™

Title IX

www.SAUmag.edu/Title-IX

all ears





Title IX Leadership Team Members

*All leadership team members listed below offer a safe place to talk and be heard.

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Myths about Title IX

Myth:

Title IX only applies to athletic programs.

Fact:

Title IX covers many areas which include: recruitment, admissions, financial aid and scholarships, course offerings and access counseling, hiring and retention of employees, benefits and leave. Title IX also prohibits sexual harassment, which includes sexual assault and sexual violence.

Myth:

Title IX applies only to discrimination against women.

Fact:

The University has an obligation to respond appropriately to complaints of sex and gender discrimination regardless of the sex of the alleged perpetrator or complainant, including when they are members of the same sex. Title IX also protects against discrimination based on gender identity (actual or perceived) or failure to conform to stereotypical notions of masculinity or femininity.

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When you see this logo, know that this is a Title IX member and you are in a safe and secure place to talk.