

<http://www2.ed.gov/about/offices/list/ocr/complaintintro.html>

**Retaliation** against ANY participants in the process - accused, victim, witnesses, reporting individuals - is prohibited. VUU is strictly prohibited from any form of retaliation against the complainant and/or any participant involved in the process.

**Sexual misconduct** is unwelcome conduct of a sexual nature that is so severe, persistent or pervasive that it unreasonably interferes with, denies, or limits someone's ability to participate in or benefit from a program or activity. Unwelcomed advances or inappropriate touching are examples of sexual harassment which is a form of sexual misconduct.

**Sexual violence means** physical sexual acts perpetrated without consent or where a person is incapable of giving consent due to the use of drugs or alcohol. Sexual violence is defined in the Code of Student Conduct as non-consensual sexual contact and nonconsensual sexual intercourse. Sexual assault and rape are examples of sexual violence.

**Title IX Compliance Programs are imperative because:**

- 1 in 5 college women are victims of an attempted or completed sexual assault (Fisher, 2000). Six percent of men reported an attempted or completed sexual assault (CDC, 2013).
- Nearly 2/3 of rapes were perpetrated by someone known to the victim (RAINN, 2013).
- 74% of perpetrators and 55% of rape victims were intoxicated (Abbey, 2002).

**To schedule a Title IX Training workshop contact Dolores Carrington-Hill at (804) 257-5633 or [dmcarringtonhill@vuu.edu](mailto:dmcarringtonhill@vuu.edu).**

## HOW TO REPORT

**Faculty, staff and student employees** who receive complaints of sexual misconduct must report complaints to their supervisor or department head and/or the Title IX Coordinator or the Deputy Title IX Coordinator.

- If the accused individual is a student, the complaint should be reported to **Dolores Carrington-Hill, Deputy Title IX Coordinator, (804)257-5633, [dmcarringtonhill@vuu.edu](mailto:dmcarringtonhill@vuu.edu).**
- If the accused individual is an employee or a visitor, the complaint should be reported to **Hollace Enoch, Title IX Coordinator, (804)257-5712, [hjenoch@vuu.edu](mailto:hjenoch@vuu.edu)** or Dolores Carrington-Hill.
- **Students** filing a complaint of sexual misconduct may report to **Dolores Carrington-Hill, Felicia Johnson, Deputy Title IX Coordinator for Athletics, or Campus Police.**
- **Faculty, staff, employees** filing a complaint of sexual misconduct may report to **Dolores Carrington-Hill, Deputy Title IX Coordinator (804)257-5633, [dmcarringtonhill@vuu.edu](mailto:dmcarringtonhill@vuu.edu)** and/or file a report with **Campus Police.**

## WHY is it important to report to the Title IX Coordinator?

*VUU has a duty to respond to all complaints of sexual harassment and sexual violence; whether on or off campus. The purpose is to prevent sex discrimination on campus, promptly address reported incidents, limit the effects of harassment on the educational environment, and prevent its recurrence.*

**Students, faculty and staff** can file a Title IX sex discrimination complaint directly with **Office of Civil Rights, Department of Education's webpage:**

**“Seize every occasion to contribute to the safety and well-being of others and myself”**



# TITLE IX COMPLIANCE PROGRAM

## TITLE IX COORDINATORS:

### **Hollace Enoch, Title IX Coordinator**

*Director of Human Resources*

1500 North Lombardy

C.D. King Building

Richmond, Virginia 23220

Phone (804) 257-5712; [hjenoch@vuu.edu](mailto:hjenoch@vuu.edu)

for matters involving employees; including training, education, communication, oversight of grievance process for complaints against employees.

### **Dolores Carrington-Hill, Title IX Program Coordinator**

*Compliance Officer/Deputy Title IX Coordinator*

1500 North Lombardy

C.D. King Hall

Richmond, Virginia 23220

Phone (804) 257-5633;

[dmcarringtonhill@vuu.edu](mailto:dmcarringtonhill@vuu.edu) for matters

involving monitoring, oversight, implementation, training, education, communication, and complaint procedures.

### **Felicia Johnson, Deputy Title IX Coordinator for Athletics**

*Compliance and Associate Athletic Director*

1500 North Lombardy

Barco-Stevens Hall

Richmond, Virginia 23220

Phone (804)342-5933;

[fmjohnson@vuu.edu](mailto:fmjohnson@vuu.edu) for matters involving

sexual misconduct and gender equity in athletic programs.

## What is Title IX?

Title IX of the Education Amendments of 1972 prohibits sex discrimination in educational programs and activities.

*“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.”*

**20 U.S.C. § 1681 & 34 C.F.R. Part 106**

## Sexual Misconduct violates Title IX

• **Sexual misconduct** encompasses all forms of sexual harassment, including verbal sexual harassment and sexual violence by employees, students, or third parties against employees, students, or third parties.

• **Sexual misconduct** can threaten a student’s physical and emotional well-being, and may impact how a student performs academically.

• Title IX compliance involves having a clear and functional reporting channel to the Title IX Coordinator and training the campus community about how to recognize sex discrimination and how to report it.

## SEXUAL MISCONDUCT

Includes dating violence, domestic violence, sexual assault, sexual exploitation, sexual harassment, sexual intimidation and stalking.

## Who needs to comply with Title IX?

- **Students**
- **Faculty, Staff, Administrators**
- **Visitors, Vendors, Contractors**

## CONFIDENTIALITY AND REPORTING

In order to make informed choices, victims need to be aware of confidentiality and mandatory reporting.

• Some resources may maintain your confidentiality, and offer you options and advice without any obligation to tell anyone, unless you want them to.

• Other resources are there for you to report crimes and policy violations, and they are obligated to take action when you report.

• If you are unsure of someone’s duties and their ability to maintain your privacy, ask them before you talk to them.

## Confidential Reporting Options

• If you would like to speak with a campus professional who is obligated by law to keep your information confidential, you can go to University Counseling in Henderson Health Center. The staff will be able to assist you medically and emotionally. A second option is to speak with the University Pastor.

• There are also off-campus professionals who will maintain confidentiality such as the YWCA and can be reached at their 24-hour hotline at (804) 612-6126.

## Non-Confidential Reporting Options

• You are encouraged to speak to VUU officials, such as Title IX Coordinator or Deputy Title IX Coordinator and Campus Police officers to make formal reports.

• **VUU takes your complaint seriously.** The incident will be investigated and properly resolved through administrative and conduct procedures and through the legal system if you so choose.

**The VUU Sexual Misconduct Policy can be found online on the University website at [http://www.vuu.edu/sites/www/Uploads/files/HR/TitleIX/Active\\_71487915\\_2\\_VUUSexualMisconductPolicy\(10\\_2015update\).pdf](http://www.vuu.edu/sites/www/Uploads/files/HR/TitleIX/Active_71487915_2_VUUSexualMisconductPolicy(10_2015update).pdf)**