

NINE THINGS TO KNOW ABOUT TITLE IX AT TECH

1. Title IX is a landmark federal civil right that prohibits sexual discrimination in education.
2. Title IX protects men and women.
3. TTU is proactive in ensuring that campuses are free of sexual discrimination.
4. TTU has an established procedure for handling complaints of sexual discrimination, harassment or violence.
5. TTU will take necessary interim measures to minimize a victim's contact with his or her assailant.
6. TTU will not retaliate or tolerate retaliation against someone filing a complaint and must keep a complainant safe from other retaliatory harassment or behavior.
7. TTU can issue a no-contact directive under Title IX to prevent the accused student from approaching or interacting with the complainant .
8. In cases of sexual violence, TTU will not encourage or allow encouraging mediation (rather than a formal hearing) of the complaint.
9. TTU will not discourage you from continuing your education.

modified from list at knowyourix.org

RESOURCES

CONFIDENTIAL

Tech Counseling Center (FULL)

Roaden University Center 307 | 931-372-3331
www.tntech.edu/counsel

8 a.m. – 4:30 p.m., Monday – Friday
After hours: Call University Police at 931-372-3234 and ask to contact on-call counselor.

Tech Campus Health Services (LIMITED)

Bell Hall 100 | 931-372-3320
www.tntech.edu/healthservices

8 a.m. – 5 p.m., Monday – Friday
After hours: Call University Police at 931-372-3234 and ask to contact director or on-call designee.

Tech Women's Center (LIMITED)

Pennebaker Hall 203 | 931-372-3850
www.tntech.edu/women

CAMPUS (LIMITED CONFIDENTIALITY)

Title IX Coordinator

Foundation Hall 106 | 931-372-3112
www.tntech.edu/titleIX

8 a.m. – 4:30 p.m., Monday – Friday
After hours: Call University Police at 931-372-3234 and ask to contact on-call staff.

Human Resources Manager

Derryberry Hall 146 | 931-372-3034
www.tntech.edu/hr

8 a.m. – 4:30 p.m., Monday – Friday
After hours: Call University Police at 931-372-3234 and ask to contact on-call staff.

Dean of Students

Roaden University Center 122 | 931-372-3123
www.tntech.edu/deanofstudents

8 a.m. – 4:30 p.m., Monday – Friday
After hours: Call University Police at 931-372-3234 and ask to contact on-call staff.

University Police

Foundation Hall 100 | 931-372-3234
www.tntech.edu/police

Open year round, 24 hours a day



KNOW YOUR RIGHTS

ABOUT SEXUAL MISCONDUCT AND TITLE IX

www.tntech.edu/titleIX

TTU TENNESSEE TECH UNIVERSITY

Tennessee Tech University is a constituent university of the Tennessee Board of Regents. TTU does not discriminate on the basis of race, color, national origin, sex (gender), disability (ability), or age in its programs and activities. The following person has been designated to handle inquiries regarding the non-discrimination policies: Director of Diversity & Legal Affairs, PO Box 5164, Cookeville, TN 38505, 931-372-3016; affirmact@tntech.edu. SA167-PRNT-15

TITLE IX AT TECH

TERMS TO KNOW

Title IX states “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.

What is CONSENT? An informed decision, freely given, made through mutually understandable words or actions that indicate a willingness to participate in mutually agreed upon sexual activity. Consent cannot be given by an individual who is asleep; unconscious; or mentally or physically incapacitated, either through the effect of drugs or alcohol or for any other reason; or, is under duress, threat, coercion, or force. Past consent does not imply future consent. Silence or an absence of resistance does not imply consent. Consent can be withdrawn at any time.

Sexual Assault is any sexual contact made without consent.

Dating/Domestic Violence is actual, attempted, or threat of physical abuse or restraint against a person with whom the accused has or had a sexual, married, or family (by blood or adoption) relationship or a romantic cohabitation. See Policy #143 for distinction between dating and domestic violence.

Stalking is a willful course of conduct (e.g. two or more times) that causes the victim to experience serious emotional distress or to fear bodily injury or death. Conduct may include, but is not limited to, sending the victim unwanted items or gifts; repeated calls, emails, or texts; or showing up at the victim’s home, workplace or class.

Sexual Misconduct as defined by TTU is domestic violence, dating violence, sexual assault, and stalking.

WHAT TO DO IF YOU ARE A VICTIM OF SEXUAL ASSAULT

- **Get to a safe place** and call 911 if in immediate danger.
- **Once you feel safe, seek medical attention regardless of your decision to report the crime to the police.** Victims have the right to accept or decline any or all parts of a medical exam.
- **Preserve physical evidence.** If at all possible, do not bathe, change clothing, use the restroom, brush your teeth, or clean up/move things associated with the crime scene that the offender may have touched. This may also include saving text or instant messages, pictures, social network pages and any other communications.
- **Seek counseling.** Resources listed on back.
- **Report the incident.** Students are encouraged to report incidents of sexual misconduct to the university. This is NOT a requirement and students have reporting options as described in this brochure and in TTU’s policy on sexual misconduct.

Tennessee Tech, its officers, employees or agents are strictly prohibited from retaliating, intimidating, threatening, coercing or otherwise discriminating against any individual for exercising their rights or responsibilities under any provision of this policy.

REPORTING OPTIONS

Tennessee Tech encourages victims of sexual misconduct to talk to somebody about what happened so they can get the support they need and so Tennessee Tech can respond appropriately. Though Tennessee Tech will keep reports as confidential as possible, it cannot guarantee the confidentiality of every report or complaint.

CONFIDENTIAL OPTIONS

By law, TTU’s Counseling Center offer full confidentiality and cannot report sexual misconduct to university officials without a victim’s written permission. TTU’s Women’s Center, Health Services, and SANEs (Sexual Assault Nurse Examiners) offer limited confidentiality; they provide the Title IX Coordinator only general facts about the incident that would not identify the victim, unless the victim gives permission. Reports to off-campus counselors, advocates, and health care providers are confidential to the extent allowed by law.

If a victim speaks to an individual labeled as “Confidential” and chooses to maintain confidentiality, Tennessee Tech may be unable to conduct an investigation or pursue disciplinary action against an alleged perpetrator.

REPORTING TO RESPONSIBLE EMPLOYEES

If sexual misconduct of any sort is reported to a responsible employee, he or she must notify the Title IX Coordinator. TTU then will take immediate and appropriate steps to investigate the incident while maintaining confidentiality as much as possible. If a crime is involved, a responsible employee should make the complainant aware of their right to also notify the police, but information CANNOT be shared with police without the complainant’s consent or unless the victim has reported the incident to the police.

A **Responsible Employee** includes:

- Supervisors (administrative and faculty)
- All faculty
- Advisors for academic matters or student organizations
- Teaching assistants (TAs)
- Graduate assistants (GAs)
- Resident advisors (RAs)
- Title IX coordinator and designees
- University police
- Campus security authorities (CSAs)
- Other positions as designated by the vice president or director of the unit

Resources and their contact information are on the back of this brochure
or at the university’s Title IX website, www.tntech.edu/titleIX