



NORTHEASTERN STATE UNIVERSITY

GATHER HERE. GO FAR.

A large, semi-transparent green-tinted image of a statue of a man wearing a turban and a long coat, holding a sword. The statue is the central focus of the background.

New Staff & Faculty Orientation: Title IX & Compliance

What is Title IX?

Federal law, enacted as part of the Education Amendment 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."

What is the scope of Title IX?

For purposes of this policy:

“...any sex-based misconduct including acts of sexual harassment, sexual misconduct, dating violence, domestic violence, and stalking... conduct that occurs on RUSO or university owned or controlled premises, in an educational program or activity, including RUSO or university sponsored or supported events, in buildings owned or controlled by student organizations officially recognized by the university...applies regardless of the sex, gender, gender identity, or sexual orientation of the parties....does not apply to conduct occurring against a person outside the United States.”

Responsible Employee

Responsible Employee: A member university employee who has the duty to report information related to incidents reasonably believed to be violations of the Title IX policy.

Regional University System of Oklahoma (RUSO) says: *All RUSO full time employees and member university full time employees are considered Responsible Employees.*

NSU says: All employees (full-time, part-time, graduate assistant, teaching assistant, student worker) are considered responsible employees.

As an NSU Employee you have a responsibility to report believed violations of the Title IX Policy.

What do I report?

Sexual Harassment

- Quid Pro Quo
- Sexual Assault
- Domestic Violence
- Dating Violence
- Stalking

Sexual Harassment consists of behaviors which are:

- a.) unwelcome, verbal, nonverbal or physical conduct of a sexual nature that is,
- b.) severe, pervasive and objectively offensive, denies or deprives a person equal access to NSU's educational program and/or activities, and is
- c.) based on power differentials (quid pro quo), the creation of a hostile environment, or retaliation.

Title IX

How do I report?

Report a Concern

- linked at the bottom of every NSU webpage and in goNSU or www.nsuok.edu/reportconcern.aspx

Criminal Complaints

- Report concerns to University Police Department or Tahlequah Police Department.

EthicsPoint

- Discreet and confidential complaints for unethical or illegal behaviors in the workplace.

[Report a concern link](#)

Additional Areas of Compliance

Clery Act: Campus Security Authorities (CSA)

- Reporting responsibility for employees: with a significant responsibility for student and campus activities, and campus security (i.e. advisors, RAs, coaches, student org. advisors, student engagement professionals etc.)
- CSA's are responsible for reporting criminal offenses and hate crimes that occur on and around the NSU campuses. Reports are made to University Police.
- CSA's do not investigate
- Assist the reporting parties with available options on and off campus.

If your job functions fall under the CSA designation you will receive further training

Additional Areas of Compliance

Expressive Activities (Free Speech/First Amendment)

- NSU is a public University.
- NSU offers public forums for the expression of ideas and opinions
- At times individuals may deeply disagree or even find certain ideas offensive, but all members of the NSU community are expected to maintain a climate of mutual respect and civility.
- NSU supports the freedom to debate and discuss competing ideas, however conduct that is illegal, disruptive to the normal operations of the university, or that deprive, or attempt to deprive, another of their rights is not permitted.
- For concerns about what is being expressed on campus, please contact the Office of Student Affairs 918-444-2120.

Additional Areas of Compliance

- Discrimination complaints for all protected classes
- Racial Discrimination
- Pregnant or Parenting Students
- ADA Compliance

Concerns may be reported using the reporting form found at www.nsuok.edu/reportconcern.aspx or contact Jamie Hall, Compliance Coordinator, titleix@nsuok.edu or 918-444-2120

Professional Development

In-service training:

Incident Investigator

Advocacy training for respondents and complainants

Adjudicator/Appellate

Bias recognition

Evidence standards in Higher Education



Be on the lookout for Employee Title IX
Training emails from 3E Campus Learning

Questions?

Jamie Hall

Title IX & Compliance Coordinator
titleix@nsuok.edu or westjl@nsuok.edu

918-444-2120

Student Affairs Suite, Seminary Hall 103