

## Title IX FAQs for Faculty and Staff

### What is Title IX?

[Title IX](#) is a federal law that prohibits discrimination on the basis of sex in any federally funded education program or activity. *“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.”*

### How does Title IX impact me?

You are protected by Title IX. You are also required to report any incident of sexual misconduct that is shared with you. The new Title IX regulations now require employees to participate in the same process as students to resolve sexual harassment incidents.

### What are the reportable incidents of sexual misconduct?

To fall under our Title IX process, reported incidents must adhere to specific [Title IX definitions](#) of sexual harassment. Any other form of sexual harassment or sexual misconduct such as sexual exploitation or conduct that does not meet Title IX definitions may be handled through other processes.

### What role do I play in this process?

You play a critical role in this process. Students inform their friends, professors, and other staff members of these incidents first (the same may be true for your colleagues). When you receive this information, it is important you report it to protect the student or employee, support survivors of sexual misconduct, and assist the University in maintaining a safe and healthy environment as it works to prevent and eliminate sexual discrimination.

### What if I am asked to serve as an advisor?

If you are comfortable serving as the advisor for a Complainant or Respondent, then you are free to do so. If you are not comfortable, politely let them know you are uncomfortable. The University will provide them with an advisor if they are unable to find someone else.

### A student has informed me of an alleged incident of sexual misconduct, what do I do?

Notify your supervisor and/or the Title IX Coordinator. You can also put a report in yourself using the [UMCARES & Maxient Incident Reporting form](#).

### What do I do if a student or colleague asks me not to tell anyone about the incident?

If you feel a student or colleague is about to share information about alleged sexual misconduct, notify them that you are a mandatory reporter and you are obligated to report the incident.

### Will I have to participate in a Title IX investigation?

It is not likely, but possible. If the Complainant shares the information with you and you report the incident, you will not be a part of the investigation. However, if you witness the incident or the student shares evidence from the aftermath of the incident (text messages, videos, etc) it is possible they will list you as a witness. Also, if you accept the invitation to serve as an advisor, you will participate in the Title IX investigation.

