

TITLE IX

PROMOTING A SAFE, RESPECTFUL, AND INCLUSIVE COMMUNITY

WHAT IS TITLE IX?

Title IX is a federal law that prohibits discrimination based on sex in educational programs and activities receiving federal funding.

TITLE IX ADDRESSES

- ▶ Sexual Harassment
- ▶ Sexual Assault
- ▶ Dating Violence
- ▶ Domestic Violence
- ▶ Stalking
- ▶ Sex-based Discrimination
- ▶ Retaliation for Reporting

Every member of the Ottawa University community has the right to learn and work in an environment free from sex-based misconduct.

FOR IMMEDIATE ASSISTANCE

- 📞 OUAZ Safety and Security
623-546-1666
- 📞 OUKS Safety and Security
785-229-1075
- 📞 Title IX Coordinator
785-248-2326
- 📞 OUAZ Deputy Title IX Coordinator
623-826-9980
- ✉️ OUAZ Counseling Services
ouazcounselingappointment@ottawa.edu
- 📞 OUKS Counseling Services
785-229-1081
- 📞 OUAZ Dean of Student Affairs
623-233-7611
- 📞 OUKS Dean of Student Life
785-248-2311

REPORTING OPTIONS

Report to Ottawa University

You may report concerns directly to the Title IX Coordinator.

Report to Law Enforcement

Individuals may choose to report incidents to local law enforcement. University reporting and criminal reporting are separate processes.

Anonymous Reporting Available

Reports may be submitted anonymously through the University's EthicsPoint reporting system.

www.ottawa.ethicspoint.com
844-719-2846

CONFIDENTIAL SOURCES

Confidential sources can provide support, discuss options, and assist with safety planning without automatically initiating a Title IX report to the University.

Confidential Sources include:

- ▶ Campus Counseling Services
- ▶ University Chaplain
- ▶ Community Advocacy Services
- ▶ National Sexual Assault Hotline (RAINN)

DEFINITION OF CONSENT

Consent is an active, voluntary, and mutual agreement to engage in specific sexual activity. Consent must be freely given by all participants, without discrimination, coercion, intimidation, or manipulation.

Consent Is

- Freely Given
- Reversible
- Informed
- Enthusiastic
- Specific

Remember

- ▶ Silence does not equal consent.
- ▶ Previous consent does not imply future consent.
- ▶ Consent may be withdrawn at any time.
- ▶ A person who is incapacitated, unconscious, or unable to communicate cannot give consent.

SUPPORTIVE MEASURES

Supportive measures are available regardless of whether a formal complaint is filed.

Examples Include

- ▶ Academic Accommodations
- ▶ Housing Adjustments
- ▶ Schedule Modifications
- ▶ Non-contact Directives
- ▶ Workplace Accommodations
- ▶ Safety Planning
- ▶ Counseling Referrals

These measures are designed to restore or preserve equal access to educational programs and activities.

CONFIDENTIALITY AND RETALIATION

Ottawa University will make every effort to respect privacy and maintain confidentiality consistent with applicable law and University policy.

Retaliation against anyone who reports misconduct and participates in a Title IX process is prohibited.

CONTACT TITLE IX COORDINATORS

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If you see something, experience something, or hear something—**REPORT IT!**

SUPPORT IS AVAILABLE.



EMERGENCY

911



LEARN MORE

Ottawa University
Title IX Policy and Procedures
www.ottawa.edu/TitleIX

TITLE IX PROCESS

PROMOTING A SAFE, RESPECTFUL, AND INCLUSIVE COMMUNITY



1. REPORT

A report of sex discrimination, including sexual harassment, sexual assault, dating violence, domestic violence, or stalking is made to Ottawa University.



2. INTAKE AND SUPPORTIVE MEASURES

The Title IX Coordinator (TIXC) meets with the Complainant to explain the process, discuss supportive measures, and assess if Ottawa University has jurisdiction.

Supportive Measures May Include

- No-contact Orders
- Housing Adjustments
- Academic Adjustments
- Counseling and Health Services
- Safety Planning

IF NO

Ottawa University does not proceed under Title IX. Complainant is provided with resources and information about other options.



3. JURISDICTION DETERMINATION

The TIXC determines if the reports falls under Title IX and the University's policy. Parties are notified in writing.

IF YES

Ottawa University proceeds under Title IX.



4. NOTICE TO PARTIES

Both Complainant and Respondent receive written notice of the allegations, the process, potential policy violations, and available resources. Parties are informed of the prohibition on retaliation.



5. INVESTIGATION

An impartial investigator gathers evidence, interviews parties and witnesses, and allows both parties the same opportunity to present information. Parties may have an advisor of their choice throughout the process.

6A. HEARING (If a live hearing is requested by either party)

A hearing panel is appointed. A live hearing is held where evidence is presented and parties may question witnesses through the panel. A recording or transcript is made.

6B. WRITTEN DETERMINATION (If no hearing is requested)

The investigator completes the investigation and submits a report for decision.

7A. HEARING PANEL DELIBERATION

The panel reviews all evidence and reaches a determination using the Preponderance of the Evidence standard.

7B. DECISION-MAKER REVIEW

An impartial decision-maker reviews the investigation report and evidence. The decision-maker may ask clarifying questions.

8A / 8B. WRITTEN DETERMINATION

The parties receive a written determination that includes

- Findings of Fact
- Conclusions

- Application of the Policy to the Facts
- Any Disciplinary Sanctions
- Rationale for the Determination



9. APPEAL

Either party may appeal the determination and/or disciplinary sanction on limited grounds. The appeal is reviewed by an impartial appeal officer.



10. FINAL RESOLUTION AND IMPLEMENTATION

The final determination is issued in writing. The University implements any disciplinary sanction and/or supportive measures. Parties are reminded of resources and the prohibition on retaliation.

ONGOING SUPPORT

Ottawa University offers ongoing support and resources to both parties as needed.



QUESTIONS OR TO MAKE A REPORT,
contact the Title IX Coordinator at
Ottawa University.



carrie.stevens@ottawa.edu



785-248-2326