



## WHAT A DEAN NEEDS TO KNOW ABOUT... *TITLE IX*

"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."

### NINE THINGS TO KNOW ABOUT TITLE IX

1. Title IX of the Education Amendments of 1972 bars discrimination on the basis of sex in all federally funded education programs.
2. "Sex" under Title IX covers actual or perceived sex, gender, gender identity, gender expression, or sexual orientation.
3. The law covers all aspects of an institution: from admissions to athletics to study abroad programs. If it's affiliated with MSU, it is covered under Title IX.
4. Employees are covered under Title IX, too, as are visitors, contractors, and anyone else engaged in an MSU-sponsored activity, program, or service.
5. Retaliation is prohibited towards anyone who participates in our process or asserts their rights under Title IX. That includes an employee who is completing their required duty to report.
6. Every federally-funded education institution is required to have a Title IX Coordinator. At MSU Jyl Shaffer, Director of the Office of Institutional Equity, is our Coordinator.
7. When we receive a report we take steps to stop the alleged behavior, stop it from happening again, and address the impact on the individual reporting and the community. Our first priority is helping make sure the reporting person can be safe and continue to be successful here at MSU.
8. Title IX guidance ensures equity throughout a formal investigation process. We are required to provide all parties involved an impartial investigation, regular updates about the process, and notice of the outcome.
9. Title IX was originally drafted not because of athletics but because female academics were not receiving equitable opportunities, particularly employment, in higher education because of their sex.

## REQUIRED REPORTING 101

### Who Reports?

All employees, except those hired by the University to work under a license or state privilege that provides them with confidentiality. Exempted employees include health-care professionals and victim advocates.

### What Do You Report?

Sexual harassment, sex or gender-based discrimination, sexual assault (any unwanted sexual contact- rape, groping, fondling, etc.), sexual exploitation (if a person takes sexual advantage of another person without their consent. Examples include recording someone's sexual activity without the person's consent or voyeurism), dating violence and domestic violence, and stalking.

### When Do You Report?

As soon as you know or suspect a Title IX covered-issued, whenever possible within 24 hours.

### How Do You Report?

You can call OIE, e-mail one of our staff, come to our office, or make a report on-line via our website. If you talk to the police, your supervisor, or anyone else, you still need to report to our office.

## WHAT TO DO WHEN YOU RECEIVE A REPORT

- As soon as you can let the person know you are not a confidential person. When someone has experienced one of these issues they often feel powerless over what happens to them. You don't want to make the person feel they made a mistake talking to you or that you don't want to listen, but you can talk to them about reporting and their confidential options, such as VOICE on campus.
- If they want to talk with you, focus on their safety and success:
  - Are you hurt? (If yes, call for help to get them medical care)
  - Are you safe? (If they have concerns about their immediate safety, call OIE and/or the police)
  - How can I help you? (You don't need to know the details to offer support, connect them to resources, and get their information to our office so we can explain their rights and resources to them)

## WHO TO CONTACT SHOULD AN ISSUE ARISE:

Office of Institutional Equity  
Jyl Shaffer, Director and Title IX Coordinator  
Hamilton Hall Room 114  
[jyl.shaffer@montana.edu](mailto:jyl.shaffer@montana.edu)  
406-994-5326

## CONFIDENTIAL RESOURCES ON CAMPUS:

VOICE: 24/7 advocacy 406-994-7069, 370 SUB

MSU Counseling & Psychological Services: 406-994-4531 or after hours 406- 586-3333