

## **Title IX FAQs:**

### **Q: What is Title IX?**

A: [Title IX of the Education Amendments](#) was passed and signed into law on July 1, 1972. It is a federal civil rights law that prohibits sex discrimination in education programs and activities such as admissions, housing and facilities, courses and other educational activities, career guidance and counseling activities, financial aid, health and insurance benefits and scholastic, intercollegiate, club, or intramural athletics.

### **Q: Who is the Title IX Coordinator?**

A: The [Title IX Coordinator](#) is Tiffany Murray, Director for Gender Equity & Title IX Coordinator. The Title IX Coordinator can be contacted at 330-672-7535 or [titleix@kent.edu](mailto:titleix@kent.edu).

### **Q: Where is your office located?**

A: We are located at the Kent Campus in 250 Kent Student Center in Kent, Ohio 44242.

### **Q: What is gender-based discrimination?**

A: Kent State University has two policies that deal with unlawful gender-based discrimination. The Administrative policy regarding Title IX sexual harassment (5-16.2) which includes sexual assault, stalking, dating violence, domestic violence, and sexual harassment (quid pro quo harassment, sexual assault, and conduct based on gender that is so severe, pervasive and objectively offensive that it denies a person access to the university's education program or activity). The Administrative policy regarding unlawful discrimination and harassment (5-16.1) includes, but is not limited to, other types of gender discrimination, such as pregnancy, gender identity, sexual orientation, and sexual harassment that does not rise to the level of being severe, pervasive, and objectively offensive.

### **Q: If I am a student, staff member, faculty, or visitor of the university, do the gender-based discrimination policies apply to me?**

A: Yes, Kent State University's gender-based discrimination policy applies to all members of the university community, including all students, faculty, staff, independent contractors, guests, visitors, applicants, university departments/programs, and university recognized organizations.

### **Q: Who can experience sexual harassment?**

A: Individuals of all genders can experience sexual harassment. In addition, sexual harassment can occur between individuals of the same gender. If you believe you have experienced any type of conduct that is prohibited by Kent State University's policies, your gender and the gender of the alleged Respondent are irrelevant.

### **Q: What can I do if I believe I have experienced gender-based discrimination?**

A: Notify the [Title IX Coordinator](#) immediately or contact the [Center for Sexual and Relationship Violence and Support Services](#). Anyone who has experienced gender-based discrimination is encouraged to seek help immediately, including medical assistance, counseling, law enforcement assistance, and the university's internal complaint filing process (if applicable).

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### **Q: What are some of the support services the university offers?**

A: The university offers several [support resources](#) to those affected by gender-based discrimination. These resources are available to ensure that we help protect your health and safety. Also, these resources include confidential support, advocacy support, safety and medical care.

### **Q: What is a responsible employee?**

A: All university employees, including student employees, are responsible employees. This means that they are required to notify the Title IX Coordinator of any incident of sexual harassment, sexual assault, domestic violence/dating violence, or stalking involving members of the university community. The only exception to not reporting, are university employees who learn of a potential Title IX incident while working as a licensed counselor/therapist or trainee.

Examples of Responsible Employees include, but are not limited to:

- All faculty, including adjuncts, instructors, lecturers, teaching/grad assistants, and others offering classroom instruction;
- All advisors (academic and non-academic);
- All coaches, trainers, and other athletic staff that interact directly with student athletes;
- All student affairs administrators and all supervisors and university officials, and
- All residential hall staff; Employees who work in offices and other university facilities.

### **Q: I'm a Responsible Employee, how do I report a gender-based discrimination incident?**

A: Reports can be emailed to [titleix@kent.edu](mailto:titleix@kent.edu), by telephone at 330-672-7535, or in person at 250 Kent Student Center, Kent Campus; After the report is filed, the Title IX Coordinator or Deputy Title IX Coordinator will review the information to direct the individual(s) to appropriate support resources and identify a resolution strategy.

### **Q: I'm a victim of gender-based discrimination, how do I file a complaint?**

A: Anyone who believes they have experienced any type of conduct that is prohibited by Kent State University's gender-based discrimination policy can file a complaint. Complaints can be filed in person, by email ([titleix@kent.edu](mailto:titleix@kent.edu)) or by using the [Gender Based Discrimination and Harassment Complaint Form](#).

### **Q: What happens after a complaint is filed?**

A: After a complaint is filed, the Title IX Coordinator reviews it. The Title IX Coordinator then assigns an investigator to investigate the allegations in the complaint. The complaint may be resolved formally or informally depending on the allegations, but the entire process should be completed within 90 calendar days.

### **Q: Can I file an anonymous complaint?**

A: Yes, but it may limit the university's ability to investigate and respond to the Complainant.

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### **Q: Can I file a complaint under university policy if the conduct occurred off campus?**

A: Yes. Depending on the circumstances, the complaint may be investigated under a different university policy or procedure.

### **Q: Can the university take any action prior to completing the investigation to help me feel safer?**

A: The university can take steps to protect the parties from harm. Pending the outcome of an investigation, supportive measures may be implemented to ensure a safe environment for all parties. These measures may include but are not limited to, changing housing or work locations, altering academic schedules, issuing no contact orders, issuing campus access restrictions, and providing escort services.

### **Q: Can a gender-based discrimination complaint be made both on-campus and off-campus?**

A: It depends. An Individual has the right to file a complaint with external agencies such as the [Department of Education](#) or with the University's [Title IX Coordinator](#). Criminal complaints can also be filed with [KSU Police Services](#). Regardless of the Complainant's decision to pursue complaints with external agencies, the university may move forward with an on-campus informal resolution or formal investigation.

### **Q: Will Kent State University inform my parents or guardians?**

A: Generally, no. Whether you are the complainant, respondent, or a witness, Kent State University's primary relationship is with you and not your parents, unless there are special circumstances (i.e., You are a minor).

### **Q: What if I experience retaliation for filing a gender-based discrimination complaint or for participating in an investigation?**

A: Contact the [Title IX Coordinator](#) or [Deputy Title IX Coordinator](#) immediately. Retaliation is prohibited by administrative policies [5-16.1](#) and [5-16.2](#). Retaliation against an individual who reports, or complains of unlawful gender-based discrimination, or who provides information in an investigation or proceeding is prohibited. If you have participated in an investigation and feel that you have been retaliated against, inform the Title IX Coordinator immediately. Any allegations of retaliation will be promptly investigated and will result in disciplinary action if substantiated.