Confidentiality and Reporting

What if someone approaches me with an issue but doesn’t want to have an official investigation of the incident?

Be sure to let the individual know that you will be obligated to notify a Title IX coordinator of any violations of policy BEFORE they provide you with specific information. If they would like to talk with someone confidentially, please direct them to one of the following areas:

**RIT Counseling Center**
585-475-2261 (V) or 585-475-6897 (TTY)
www.rit.edu/counseling/

**RIT Student Health Center**
585-475-2255 (V)
www.rit.edu/studentaffairs/studenthealth/

**RIT Center for Women and Gender**
585-475-7464 (V/TTY)
www.rit.edu/womenandgender/

**RIT Ombuds Office**
585.475.7200 or 585.475.2876
www.rit.edu/ombuds/contact-us

**Center for Religious Life**
585-475-2137
www.rit.edu/studentaffairs/religion/

**NTID Counseling & Academic Advising Services**
585-475-6468
www.ntid.rit.edu/counselingdept

For Anonymous Reporting

**RIT Ethics and Compliance Hotline**
1-866-294-9358 (V)
1-866-294-9572 (TTY)
www.ethicspoint.com

Additional Resources

Internal Resources

**RIT Public Safety**
585-475-2853 (V)
585-475-6654 (TTY)
www.rit.edu/fa/publicsafety/

**Center for Student Conduct and Conflict Resolution**
585-475-5662 (V/TTY)
www.rit.edu/studentconduct/

**RIT Human Resources**
585-475-2424 (V/TTY)
www.rit.edu/humanresources/

**RIT Advocacy Program**
585-475-7668 (V/TTY)
www.rit.edu/studentconduct/advocacy.php

External Resources

**Willow Domestic Violence Center**
585-232-7353 (24-Hour Hotline)
585-232-1741 (TTY)
www.abwrochester.org

**Lifeline**
585-275-5151
www2.monroecounty.gov/mh-emergency-resources

**Monroe County Sheriff’s Office**
585-753-4178
www.monroecounty.gov/sheriff

**Advocacy Services for Deaf Abused Victims**
ASADVhope@gmail.com
585-286-2713 (VP)
585-232-2854 (TTY/FAX)
www.asadv.org

**NYS Police Sexual Assault Hotline**
844-845-7269

What is Title IX?

Title IX of the Education Amendments of 1972 prohibits sexual discrimination in educational program and activities. The specific language of the law is “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.”

For more information, visit: www.rit.edu/titleix
What does Title IX specifically prohibit?

**Gender Discrimination:** The unlawful treatment of an individual based on that individual’s gender; also includes sexual harassment, sexual misconduct and sexual violence.

**Sexual Misconduct:** Any form of unwanted sexual contact. Unwanted sexual contact means against a person’s wishes or without consent, including those instances which the individual is unable to give consent because of unconsciousness, sleep, impairment, incapacitation or intoxication due to alcohol or other drugs.

**Sexual Harassment:** Unwelcomed conduct of a sexual nature which is made a condition of employment or academic status, or unreasonably interferes with the work or educational environment.

**Sexual Violence:** Any act of a sexual nature prohibited by applicable federal, state or local laws including, but not limited to rape, sexual abuse, sexual assault, sexual battery and sexual coercion.

Title IX also protects individuals from retaliation for reporting acts of discrimination listed above.

Employee Responsibilities

With few exceptions, all faculty and staff are considered “responsible employees” under the law. As such, employees are required to notify a Title IX coordinator about incidents of sexual violence or misconduct.

**What does it mean to “notify” someone?**

Simply contact RIT’s Title IX coordinator or a deputy coordinator (listed in this brochure) if you are made aware of an incident. You will need to share the complainant’s name with the coordinator.

**Does the university have policies that cover this issue?**

Yes, and all employees should be familiar with those policies, which include:

- C6.0 Policy Prohibiting Discrimination and Harassment
- D18.0 Student Conduct Process
- D18.1 Alcohol and Other Drugs
- D.19.0 Student Gender-Based and Sexual Misconduct

These policies are available in the governance library on RIT’s policy website: [www.rit.edu/~w-policy](http://www.rit.edu/~w-policy)

Who are RIT’s Title IX Coordinators?

**Title IX Coordinator**

Stacy DeRooy  
Clergy Compliance Officer, Office of Compliance and Ethics  
585-475-7158; Stacy.DeRooy@rit.edu

**Deputy Title IX Coordinators**

Sandra Woodruff Whitmore  
Senior Director of Operations, Office of Diversity & Inclusion  
585-475-6554; 585-286-4540 (VP)  
Swwpro@rit.edu

Linda Bryant  
NTID Student & Academic Services  
585-475-6554; 585-475-5453  
Linda.Bryant@rit.edu

Susan Provenzano  
Assistant Vice President, Academic Affairs  
585-475-5572; stp1031@rit.edu

Donna Rubin  
Assistant Vice President, Student Wellness  
585-475-6402; donna.rubin@rit.edu

Alexander Sleeman  
Associate Director/NCAA Compliance Officer, Intercollegiate Athletics  
585-475-7372; atsped@rit.edu

Dawn Meza Soufleris  
Associate Vice President, Residential Education & Community Standards  
585-475-2574; dmsrhs@rit.edu

Tammy Gouger  
Senior Human Resources Services Manager  
585-475-6956; t cgpsn@rit.edu