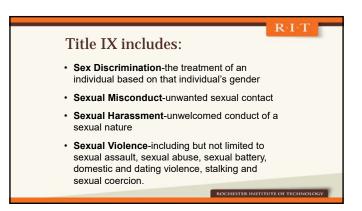


# What is Title IX? "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance."

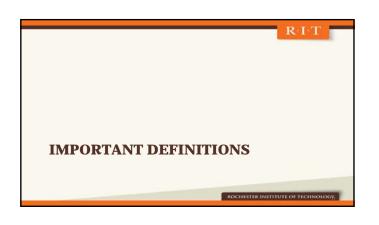




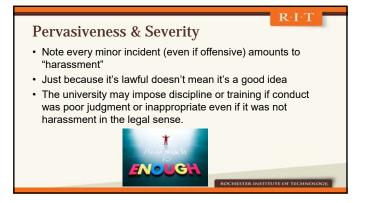
#### Title IX provides protection from retaliation Anyone can make a discrimination complaint without worrying about retaliation by the university or your supervisor As an employee, you may not retaliate against a co-worker who raises a complaint We all have the right to raise a complaint or report a concern, and this right must be respected by everyone





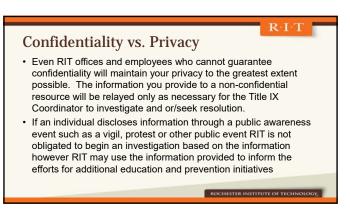


### Harassment Definition at RIT Harassment means abuse, threats, intimidation, assault, coercion and/or unwelcomed conduct based on that individual's Gender by any means including but not limited to physical, verbal, or signed communication, written, photographic or electronic means which has the purpose or effect of unreasonably interfering with an employee or student's work, academic performance or activities, residential life at RIT or participation in RIT sponsored programs or events.





## Confidentiality If a person desires complete confidentiality, RIT offers the following resources: The Center for Women and Gender\* The Student Health Center Counseling and Psychological Services (CAPS) The Ombuds Office\* Center for Religious Life\* The NTID Counseling and Academic Advising Services \* services for Faculty, Staff and Students, others are for students only





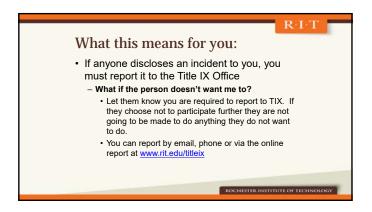


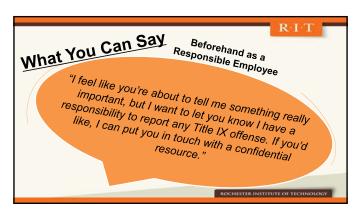


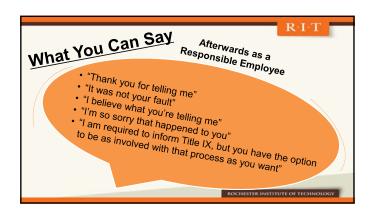


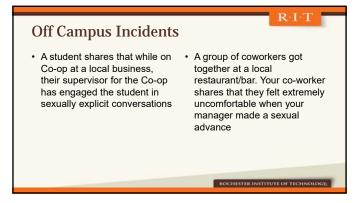


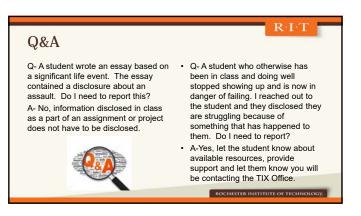


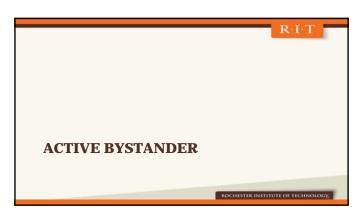












# Take action- be an active bystander! There are many ways you can help if another person's actions are making you or someone else uncomfortable! For example: "I'm really not comfortable with you touching my arms and hugging me. I want you to stop doing that." This is considered a Direct strategy "I know you like to laugh but it doesn't look like Jo is finding your jokes funny". This is also a Direct approach To the manager- "I know that Jo feels badly about a comment Kerry made. I heard what Kerry said but am not sure what to do." This is a Delegate strategy. You are delegating the concern to someone better equipped to handle the situation.







