**FAQs**

**Q- What does the Title IX Coordinator do?**

A-The Title IX Coordinator has three primary objectives which are to eliminate the behaviors (gender based harassment and discrimination), prevent reoccurrence, and address the effects of harassment or discrimination.  The Title IX Coordinator serves faculty, staff, students and visitors to RIT.  TIX office is a resource for members of the campus community. The Title IX Coordinator oversees the process when incidents get reported, ensuring that RIT is reviewing and adjudicating incidents consistently and equitably and is following policies and procedures that are in compliance with laws.   The Title IX Coordinator offers what reporting options are available, assists departments in Student Affairs and Human Resources in providing campus wide prevention and awareness education. The Title IX Coordinator monitors trends in order to address issues as they arise.

**Q-Who is responsible for oversight of the Title IX Office?**

A- The Title IX Coordinator reports to the AVP for Compliance and Ethics who is accountable to provide status updates to the Audit Committee of the Board of Trustees. Policies are guided by Title IX-the federal law, Enough is Enough, a NYS Education Department law. There is a Title IX Core team comprised of members across the university who meet each semester to review policy, legal updates and trends.

**Q-I work at RIT. Do I have to report a TIX incident if I am aware of it?**

A-Most employees are considered Responsible employees which means they do have to report to the TIX Coordinator incidents they become aware of. This chart explains who is and who is not a responsible employee:

|  |  |
| --- | --- |
| **Responsible Employees include:** | **The following are not considered “Responsible Employees”:** |
| Faculty | Staff in Counseling and Psychological Services |
| Staff unless otherwise indicated | Staff in Center for Women and Gender |
| Student Resident Advisors | Staff in the Ombuds Office |
| Student Orientation Leaders | Staff in NTID Counseling and Academic Advising Services |
| Graduate Teaching Assistants-Masters | Staff in the Center for Religious Life |
| Graduate Teaching Assistants-PhD | Staff in the Student Health Center |
| All other student employees who are in management or supervisory roles | In general, students employees who are not in management or supervisory roles |

**Q-Where do I find information about the climate survey**

A-there is a Climate Survey “button” on the main TIX page

**Q-What happens at an awareness event and someone discloses an incident?**

A-If an individual discloses information during a public awareness event, a protest, during a class project, or advocacy event RIT is not obligated to investigate based on the public disclosure. RIT may however use the information provided in an effort to further educate about prevention efforts.

**Q-How does RIT assess risks and threats associated with cases?**

A-RITs practice in assessing risk is done on a case by case basis. Typically, Public Safety is the first RIT officials in the TIX process to be notified of an incident and as such routinely conduct threat assessments as part of their standard operating procedure for all incidents reported to them. Public Safety will assess to ensure 1. The reporting person is safe and 2. What if any interim measures may need to be taken.

When a gender based misconduct incident is reported first to Human Resources or the Title IX Coordinator, the incident reported is immediately assessed for the same precautions.

**Q-Is there a difference between privacy and confidentiality?**

A-yes there is a difference. **Confidentiality**: May be offered by an individual who is not required by law to report known incidents of sexual assault or other crimes to institution officials, in a manner consistent with State and Federal law, including but not limited to 20 U.S.C. 1092(f) and 20 U.S.C. 1681(a). Licensed mental health counselors, medical providers and pastoral counselors are examples of institution employees who may offer confidentiality. **Privacy**: May be offered by an individual when such individual is unable to offer confidentiality under the law but shall still not disclose information learned from a reporting individual or bystander to a crime or incident more than necessary to comply with this and other applicable laws, including informing appropriate Institution officials.

**Q-Will I get in trouble if I call for help and I was drinking under age?**

A-No, RIT has two policies that are intended to encourage people to get help even if they are violating our alcohol or drug policy. There is a Good Samaritan policy included in policy [D.18](https://www.rit.edu/academicaffairs/policiesmanual/d181) and an Amnesty for Drug and Alcohol Use section in Policy [D.19](https://www.rit.edu/academicaffairs/policiesmanual/d190-interim-policy-student-gender-based-and-sexual-misconduct-policy-title-ix)

**Q-When I report will the incident be made public?  (Crime reporting and timely warnings)**

A-there are occasions when RIT may need to issue a notice to the community about an incident that may pose a threat to the community. RIT Public Safety assesses each reported crime to determine if it requires a Crime Alert. If an incident you have been involved in results in a Crime Alert, as the complainant your name and other identifiable information will never be included.

**Q-Is there an anonymous way to report?**

Yes, RIT contracts with an outside vendor to offer an anonymous reporting option which can be found [here](https://www.rit.edu/fa/compliance/content/rittitleix#reporting-anonymous)

**Q-What happens if I report and incident and am retaliated against?**

A-You should report the retaliation right away to Public Safety, Human Resources or the TIX Coordinator.

**Q-If I teach a class and a student discloses during a project or assignment do I have to report?**

A-You do not have to report the incident in this circumstance. You should be knowledgeable enough to be able to offer the student support and resources.

**Q-A student who had been attending class regularly and doing very well has since stopped showing up to class. When I contacted the student, they disclosed they are struggling with something that happened (sexual assault, stalking or dating violence). Do I need to report?**

A-Yes, this scenario is different. They are experiencing difficulty, the event is negatively impacting their academics. You need to report to the TIX Coordinator. Please let the student know of your obligation.

**Q-I’ve been found responsible and suspended.  When will the transcript notation be removed?  Can I appeal it being on the transcript?**

A-A transcript notation for a finding of responsibility resulting in a suspension may be removed one year after terms of the suspension have been fulfilled. A person may appeal to have the transcript notation removed however it will not be removed prior to one year after fulfilling the terms and condition of the suspension. RIT has a system in place to have a transcript notation removed a year after a person returns from suspension.

**Q-Does TIX protect the rights of those discriminated on the basis of gender identity and sexual orientation?**

A-Yes- TIX is a gender based protection, therefore misconduct on the basis of sexual orientation and gender identity are covered by TIX.