

Title IX for Employees



**Stacy DeRooy
Title IX Coordinator
Compliance and
Ethics**

November, 2016

TITLE IX OF THE EDUCATION AMENDMENTS OF 1972

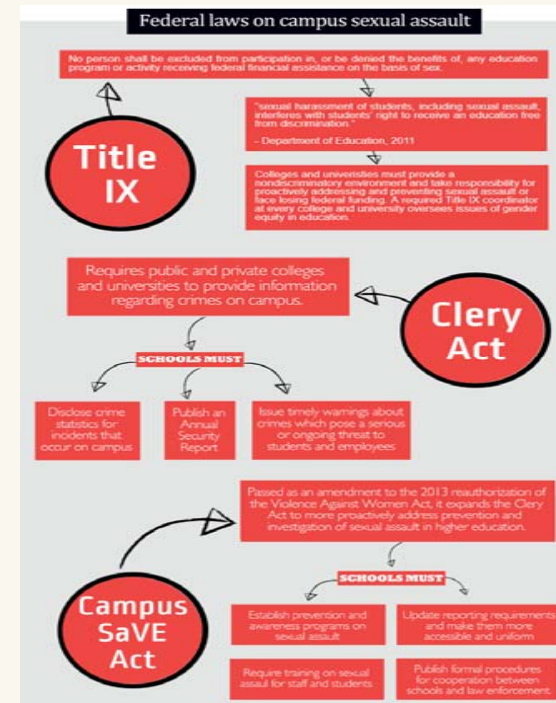
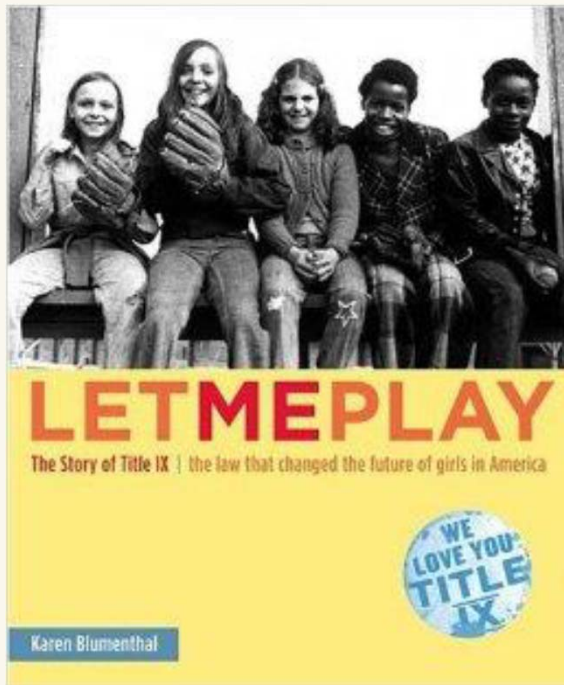


What is Title IX?

“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.”

Now

Then



Title IX includes:

- Sex Discrimination
- Sexual Misconduct
- Sexual Harassment
- Sexual Violence

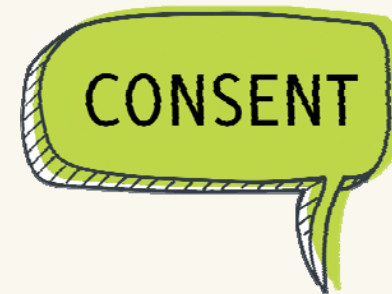


*Protection from retaliation

NYS “Enough is Enough” Legislation (Article 129-B)



- Signed into law July 7, 2015
- Uniform definition of “affirmative consent” — **“Yes means Yes”**
- Good Samaritan/Amnesty Policy
- Student Bill of Rights
- No Contact Orders
- Required option of appeal - board or panel
- Transcript Notations (1 yr. after return)
- Biennial climate assessment
- State Trooper Education/involvement
- July 2016 - data to NYS Education Department



Why Are We Talking About Title IX Now?

- 1 in 5 college women
- 1-8 to 1-16 college men
- PTSD, depression and anxiety, drug or alcohol abuse
- Impact on entire community
- Heightened awareness of issues



Affirmative Consent

- “Yes means Yes”
- Knowingly and voluntary
- Mutual decision between all participants
- Consent must exist from beginning to end
- Consent is active not passive
- [Tea and Consent](#)

Relevant RIT Policies

- Faculty, Staff, and Visitors:
 - Harassment and Discrimination Policy (C06.0)
- Students
 - Student Conduct Policy (D18.0)
 - Alcohol and Drug Policy (D18.1)
 - Student Gender-Based and Sexual Misconduct Policy, Title IX (D19.0)



Title IX Coordinator

- Oversees management of campus reports of sexual harassment, sexual assault, and sexual discrimination
- RIT's Title IX Coordinator:



Stacy DeRooy

Located in the
Student Life Center
585-475-7158

Deputy Title IX Coordinators



**Amy
Stornello**

**NTID Deputy
Coordinator**



**Sue
Provenzano**

**Academic
Affairs
Deputy
Coordinator**



Lex Sleeman

**Athletics
Deputy
Coordinator**

Deputy Title IX Coordinators