

EQUAL ACCESS, EQUAL OPPORTUNITY AND TITLE IX

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Vice President for Ethics and Compliance

New Faculty and Lecturer Orientation

August 18, 2025

University Commitment

Maintain a **positive** and **safe** environment **free from harassment** that:

- Recognizes and values the inherent worth and dignity of every person
- Fosters tolerance, sensitivity, understanding and mutual respect
- Encourages each individual to strive to reach his or her own potential

Enforcement of policies of equal access and equal opportunity

Nondiscrimination Policy Statement

Purdue University prohibits discrimination against any member of the University community on the basis of race, religion, color, sex, age, national origin or ancestry, genetic information, marital status, parental status, sexual orientation, gender identity and expression, disability, or status as a veteran.

University Policies and Procedures

Purdue has three policies and two sets of procedures that address discrimination and harassment:

Policies	Procedures
Title IX Harassment (III.C.4)	Procedures for Resolving Complaints of Title IX Harassment
Equal Opportunity and Equal Access (III.C.2) Anti-Harassment (III.C.1)	Procedures for Resolving Complaints of Discrimination and Harassment

Equal Opportunity and Equal Access (III.C.2)

- Equal employment opportunity
- Reasonable accommodations (equal access)
- Equal educational opportunity

Anti-Harassment, (III.C.1)

Goal

- An environment free from Harassment

Scope

- Faculty
- Staff
- Students
- Recognized Student Organizations

Prohibited Harassment

Purdue's policy addresses Harassment in all forms, including Harassment toward individuals

(a) for reasons of race, religion, color, sex, age, national origin or ancestry, genetic information, disability, status as a veteran, marital status, parental status, sexual orientation, gender identity and/or gender expression or

(b) based on actual or perceived shared ancestry or ethnic characteristics, and citizenship or residency in a country with a dominant religion or distinct religious identity and their association with this national origin/ancestry. This includes, for example, conduct towards another person or identifiable group of persons that is determined to have been motivated by Antisemitism, Islamophobia, Christianophobia or any other hatred, prejudice or discrimination against a particular religious belief.

Harassment Defined

Conduct towards another person or identifiable group of persons that is so severe, pervasive or objectively offensive that it has the purpose or effect of:

1. Creating an intimidating or hostile educational environment, work environment or environment for participation in a University program or activity;
2. Unreasonably interfering with a person's educational environment, work environment or environment for participation in a University program or activity; or
3. Unreasonably affecting a person's educational or work opportunities or participation in a University program or activity.

Use of the term Harassment includes all forms of harassment, including Stalking, Racial Harassment and Sexual Harassment.

Procedures for Resolving Complaints of Discrimination and Harassment

- Applies to faculty, staff, students, participants and guests
- Confidentiality
- Right/Duty to act in absence of complaint
- Informal and formal resolution processes

Resources for Resolving Complaints of Discrimination and Harassment

- Department Heads and Supervisors
- Office for Civil Rights
- Human Resources
- Office of the Dean of Students

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 education program or activity receiving Federal financial assistance.”
- Prohibits sexual and gender-based harassment, including sexual violence and all forms of sexual misconduct
- Purdue obligation regardless of any law enforcement action
- Once Purdue **knows or reasonably should know** about student or employee harassment that creates a hostile environment, Purdue must take **immediate and corrective action** to:
 - Conduct prompt, thorough and equitable investigation
 - Eliminate the harassment
 - Prevent its recurrence
 - Address its effects
 - Ensure equal opportunity in the complaint process

Title IX Harassment Policy and Procedures

Title IX Harassment

Conduct on the basis of sex that satisfies one or more of the following:

1. A University employee conditioning education benefits on participation in unwelcome sexual conduct (i.e., *quid pro quo*); or
2. Unwelcome conduct that a reasonable person would determine is so severe, pervasive and objectively offensive that it effectively denies a person equal access to the University's educational programs or activities; or
3. Sexual Assault, Dating Violence, Domestic Violence or Stalking.

Key Differences

Title IX Harassment	Anti-Harassment EO/EA
60-day investigation period	45-day investigation period
Live hearing with cross-examination	Equity Panel Meeting
Jurisdiction: The policy applies to the programs and activities of Purdue University <u>in the United States</u> , to conduct that takes place on campus or on property owned or controlled by the University <u>in the United States</u> , at University-sponsored events <i>in the United States</i> , or in buildings located <u>in the United States</u> that are owned or controlled by a Recognized Student Organization	Covers conduct occurring inside <u>and outside</u> of the United States Covers <u>off campus</u> conduct Includes: Sexual Assault, Sexual Harassment, Sexual Exploitation, Relationship Violence, Stalking, Retaliation

Types of Allegations

Title IX Harassment	Anti-Harassment EO/EA
Dating Violence Domestic Violence Retaliation Sexual Assault <ul style="list-style-type: none">• Rape• Fondling• Incest• Statutory Rape Stalking Title IX Harassment <ul style="list-style-type: none">• Quid Pro Quo• Unwelcome Conduct – so severe, pervasive <i>and</i> objectively offensive• Sexual Assault, Dating Violence, Domestic Violence, Stalking	Relationship Violence Retaliation Sexual Violence Sexual Exploitation Stalking Sexual Harassment Racial Harassment Harassment Discrimination

Title IX Harassment Policy and Procedures

Hearing

- Live Hearing with cross examination
- Advisor/Hearing Advisor of choice
- University to provide a Hearing Advisor to a party without charge

Title IX Mandatory Reporters

Definition:

Individuals employed by the University who hold a title of or equivalent to President, Chancellor, Vice President, Vice Chancellor, Vice Provost, Dean, Department Head and Director, as well as employees in supervisory or management roles, and staff who have authority to institute corrective measures on behalf of the University.

Faculty, Instructors, Academic Advisors, RA's and Advisors to Student Organizations are not designated as Mandatory Reporters.

Mandatory Reporters

What is reportable?

- Sexual Violence
- Sexual Exploitation
- Relationship Violence; Dating Violence; Domestic Violence
- Stalking
- Title IX Harassment
- Child Sexual Abuse
- Instances of Discrimination; Unfair Treatment on the Basis of Sex; Sexual Harassment

Duty to report to the Title IX Coordinator as soon as possible

Includes incidents you personally observe AND incidents reported to the mandatory reporter

WHAT SHOULD I SAY?

University can provide supportive measures whether or not individual chooses to file a complaint.

Individual can share as much or as little as they choose.

Without information about name and location of incident, University may not be able to investigate, but can provide support and assistance.

Individual can request anonymity. University can still provide support and resources.

WHAT SHOULD I DO?

**Call 911 in an
emergency situation.**

**If a minor,
immediately report to
Child Protective
Services or Police**

**Be ready to refer to
CARE (495-2273),
CAPS, or Crisis Center
(confidential
resources)**

**Do NOT attempt
resolution on your own.**

**Be ready to refer to
OCR, HR or ODOS**

What happens next?

After an Incident Report is submitted:

- OCR responds to reporter letting them know we have received the IR
- OCR Outreach to Impacted Party
 - Follow up Outreach to Impacted Party
- MOST OFTEN, if we have not heard back after two outreaches, we will close the matter
- Sometimes, we will require a meeting or will engage in follow up with a department or the respondent

EDUCATION AND TRAINING

Mandatory Title IX Reporters

- Required Annually
- One online module
- Complete by September 30

CSAs

- One online module

All employees

- New faculty and new employee orientation
- Risk Management Employment Claims Initiative
- Four online modules

EDUCATION AND TRAINING (continued)

Students

- Respect Boundaries online modules for new students
- Peer training
- Bystander training
- Targeted outreach
- Optional online modules

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