



## **The Role of Responsible Employees Under Title IX**

*Office of Equity & Compliance*

### **The Basics**

If HutchCC is aware of sex discrimination, including sexual harassment and sexual violence, it has an obligation to respond. If there is a hostile environment on campus, the institution must take prompt and effective steps to:

- End the sexual violence
- Eliminate the hostile environment
- Prevent its recurrence
- Remedy its effects

Individuals on campus considered responsible employees must share all reports of sex discrimination, sexual harassment, and sexual violence with the HutchCC Coordinator of Equity & Compliance (Title IX Coordinator).

### **What Is Title IX?**

Students deserve an education free from sexual discrimination.

Title IX is a federal civil rights law that prohibits discrimination on the basis of sex in federally-funded programs or activities. Sexual harassment, including sexual violence, is a form of sex discrimination prohibited by Title IX.

### **What is sexual violence?**

- Physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent (for example, due to age, incapacitation due to the use of drugs or alcohol, or because an intellectual or other disability prevents the student from having capacity to give consent)
- Examples include rape, sexual assault, sexual battery, sexual abuse, sexual coercion, dating or domestic violence, and stalking

### **Title IX Coordinator**

- Under Title IX, institutions must:
  - Disseminate a notice of nondiscrimination;
  - Designate at least one employee to coordinate its efforts to comply with and carry out its responsibilities under Title IX;
  - Adopt and publish grievance procedures providing for prompt and equitable resolution of student and employee sex discrimination complaints
- The Title IX Coordinator oversees all Title IX complaints and identifies and addresses any patterns of systemic problems

## **Responsible Employees**

### **Who Are Responsible Employees?**

A responsible employee includes any employee who has:

- The authority to take action to redress sexual violence;
- The duty of reporting incidents of sexual violence or any other misconduct by students to the Title IX Coordinator or other appropriate school designee;
- Stature in the community where a student could reasonably believe he or she has this authority or duty

### **The Role**

A responsible employee must report to the Title IX Coordinator all relevant details about the sexual violence that the student or another person has shared. The institution will need to determine what occurred and how to resolve the situation.

Relevant details include:

- The name(s) of the alleged perpetrator(s) (if known)
- Other students involved
- The name of student or employee who experienced the sexual violence
- The date, time, and location

### **What About Confidentiality?**

Responsible employees cannot ensure confidentiality, but can offer confidential campus resources to students, such as a licensed mental health counselor. At HutchCC, only those employees specifically designated as such are confidential resources.

## **HutchCC Office of Equity & Compliance:**

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