TITLE IX
Title IX of the Education Amendments of 1972 (20 U.S.C. 1681 et seq.) prohibits discrimination on the basis of sex in education programs receiving Federal financial assistance. Title IX states: “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.”

• Title IX prohibits discrimination on the basis of sex in education programs or activities operated by recipients of Federal financial assistance.
• Sexual harassment of employees, which includes acts of sexual violence, is a form of sex discrimination prohibited by Title IX.
• Title IX applies also to same-sex, bisexual and transgender employees.

Sexual Violence
• Sexual violence refers to physical sexual acts perpetrated either against a person’s will or where a person is incapable of giving consent due to the victim’s use of drugs or alcohol.
• An individual also may be unable to give consent due to an intellectual or other disability.
• A number of different acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, and sexual coercion. All such acts of sexual violence are forms of sexual harassment covered under Title IX.

Reporting Sexual Misconduct
All individuals are expected to promptly report conduct that may violate UNMC Sexual Misconduct Policy to the University. UNMC will offer supportive measures to Complainants whether or not a Formal Complaint is filed. “Supportive measures” means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant. Employees who seek to report may contact:
• UNMC Title IX Coordinator: Carmen Sirizzotti, MBA 402.559.2710 | csirizzotti@unmc.edu
• University Public Safety for assisting in filing a criminal complaint and preserving physical evidence, and/or local law enforcement to file a criminal complaint.

RESOURCE LIST
Confidential Counseling Resources
Employee Assistance Program (EAP):
Arbor Family Counseling | arborfamilycounseling.com
402.330.0960 | 800.922.7379

Campus Resources
Campus Security: 402.559.5111
Title IX Coordinator: Carmen Sirizzotti, MBA
402.559.2710 | csirizzotti@unmc.edu
UNMC Compliance Hotline:
1.844.348.9584 | nebraska.ethicspoint.com

Off-Campus Resources
Nebraska Medicine:
Emergency: 800.922.0000 | 4350 Dewey Ave, Omaha
Methodist Hospital Emergency Room:
Sexual Assault Response Team (SART) and Sexual Assault Nurse Examiner (SANE) Program
402.354.8899 | 8303 Dodge St & 717 N. 190th Plz, Omaha
Women’s Center for Advancement:
24/7 Crisis Hotline: 402.345.7273
Española Hotline: 402.672.7118
Police Department: 402.444.5636 or 911

Hot Lines — 24/7
National Sexual Assault: 1.800.656.HOPE (4673)
National Domestic Violence: 1.800.799.SAFE (7233)

National Websites
Know your rights Title IX: knowyourix.org
Not Alone: youth.gov
Nebraska Coalition to End Sexual and Domestic Violence: nebraskacoalition.org
RAINN (Rape, Abuse & Incest National Network): rainn.org
LGBTQ: The Survivor Project: survivorproject.org
Male Survivors of Sexual Trauma: malesurvivor.org

SEXUAL VIOLENCE
It can happen to you

A Resource for Faculty & Staff to Find Help and Healing

It’s on all of us to stop sexual assault.
Take the pledge to be part of the solution at ItsOnUs.org
Was It My Fault?
Sexual violence is never the fault of the person who experienced sexual violence.
As a survivor you may blame yourself:
• “If I had not gotten in their car.”
• “If I had not gone to that social event.”
• “I should have known better than to go to their house.”

Do not blame yourself.

After Effects of Sexual Violence
• Post-Traumatic Stress disorder (PTSD) severe feelings of anxiety, stress or fear
• Depression: emotional and psychological reactions due to the sexual violence experience
• Flashbacks: when memories of past traumas feel as if they are taking place in the current moment
• Develop sleeping and/or eating disorders
• Sexually Transmitted Infections (STIs)
• Pregnancy
• Substance abuse: may turn to alcohol or other substances in an attempt to relieve emotional suffering
• Self-harm/self injury and/or suicidal thoughts, please seek help immediately by calling 911, go the nearest emergency room or call the National Suicide Prevention Lifeline for help 24 hours a day at 800.273.TALK (8255)
• Difficulties concentrating

Effects can be immediate or delayed. They can be brief in duration or last a very long time.