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

Filing a Complaint

Employees have the right to report the incident, have UNMC investigate what happened, and have their complaint resolved promptly and equitably. To file a complaint employees may contact:

- Carmen Sirizzotti, MBA, UNMC Title IX Coordinator at 402.559.2710
- Linda Cunningham, MPA, Division Director Employee Relations at 402.559.7394

Employees have the right to choose to report an incident of sexual violence to campus or local law enforcement; however, a criminal investigation does not relieve UNMC of its duty under Title IX to respond promptly and effectively.

RESOURCES

Confidential Resources

Employee Assistance Program
Arbor Family Counseling — available 24-hours a day:
402.330.0960 | 800.922.7379
www.arborfamilycounseling.com

Title IX Coordinator
Carmen Sirizzotti, MBA
402.559.2710 | csirizzotti@unmc.edu

Division Director Employee Relations
Linda Cunningham, MPA
402.559.7394 | lcunning@unmc.edu

UNMC Compliance Hotline
1.844.348.9584 | www.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, Omaha, NE &
717 N. 190th Plaza, Omaha, NE

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 1.800.799SAFE (7233)

National Websites

Know your rights Title IX www.knowyourix.org
Not Alone www.notalone.gov
Nebraska Domestic Violence Sexual Assault Coalition (NDVSAC) www.ndvsac.org
RAINN (Rape, Abuse & Incest National Network) www.rainn.org
LGBTQ: The Survivor Project www.survivorproject.org
MaleSurvivors of sexual trauma www.malesurvivor.org

SEXUAL VIOLENCE
It can happen to you too...

A resource for finding help and healing

OMAHA
FACULTY & STAFF

It’s on all of us to stop sexual assault.
Take the pledge to be part of the solution at ItsOnUs.org

Rev. 01.2018
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
• Development of 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.