**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, Associate Director Employee Relations & Organizational Development 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.

**RESOURCE LIST**

**Confidential Resources**

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

**Campus Resources**

Campus Security 402.559.6111
Title IX Coordinator
Carmen Sirizzotti, MBA
402.559.2710 | csirizzotti@unmc.edu

Associate Director Employee Relations & Organizational Development
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 & 717 N. 190th Plaza, 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 www.knowyourix.org
Not Alone www.notalone.gov
Nebraska Coalition to End Sexual and Domestic Violence www.nebraskacoalition.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. 06.2019
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.

Responding to Sexual Violence
• Here at UNMC we care about the well-being of our employees. If you experience sexual violence we offer you help in several ways.
• UNMC wants to ensure you are able to obtain the assistance and support needed; to get help, feel secure, and begin the healing process.
• We hope this information is helpful for you or a friend, if you experience sexual violence.

What is Sexual Violence?
Sexual violence is any physical sexual act perpetrated either against a person’s will or when a person is incapable of giving consent. Sexual violence is a form of sexual harassment.

If You Experience Sexual Violence
If you are in immediate danger, call the police or get to a safe place where you can contact a trusted person or close friend who can be with you until you feel safe again.

Consider Medical Attention
• By getting medical attention as soon as possible you can be evaluated for any physical damage as well as to collect important physical evidence in the event you may later wish to take legal action.
• In order to keep the evidence viable, do not change clothes, bathe, shower, use the restroom, or cleanse in any way prior to your examination. Also, if possible, do not eat, drink or smoke prior to your examination.
• Getting medical attention does not require you to report to anyone, unless you choose to do so.
• Counseling is strongly recommended in order to assist you with your recovery and healing. It can be very helpful to talk with someone who can provide support and who can understand what you have been through.
• You may also call the National Sexual Assault hotline at 1.800.656.HOPE (4673).

Consider filing a complaint with UNMC
If you wish to file a complaint, you may contact:
• Carmen Sirizzotti, MBA, UNMC Title IX Coordinator 402.559.2710 | csirizzotti@unmc.edu
• Linda Cunningham, MPA, Associate Director, Employee Relations & Organizational Development 402.559.7394 | lcunning@unmc.edu

Consider Reporting the Incident to Your Local Police Department
• You may do so any time after you experienced sexual violence. The police have investigators who are trained to handle sexual violence cases in a sensitive manner.

If You Know a Person Who Experienced Sexual Violence
• Listen with compassion, be there to support, and emphasize that sexual violence is not their fault.
• Provide this brochure and/or resource list.
• Encourage counseling and medical treatment.

Retaliation is Prohibited
• Retaliation against the Complainant or a third party in an attempt to prevent or otherwise obstruct the reporting or remediation of sexual misconduct is prohibited at UNMC.

For additional information please visit: unmc.edu/Title IX