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 to all students, faculty and staff of all genders and sexualities.

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 by 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 assistance in filing a criminal complaint and preserving physical evidence; and/or local law enforcement to file a criminal complaint.

RESOURCES
Confidential Counseling Resources
Employee Assistance Program (EAP):
Arbor Family Counseling | arborfamilycounseling.com
402-330-0960 | 800-922-7379

Campus Resources
UNK Police: 308-865-8911
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
Kearney Regional Medical Center:
855-404-5762 | 804 22nd Ave, Kearney

Good Samaritan Hospital:
308-865-7100 | 10 East 31st St, Kearney

Women’s Center for Advancement:
24/7 Crisis Hotline: 402-345-7273
Main Office: 402-345-6555

S.A.F.E. Center: 308-237-2599
Police Department: 308-237-2104 or 911
Legal Aid of Nebraska: 1-877-250-2016 | legalaidofnebraska.org

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
Nebraska Coalition to End Sexual and Domestic Violence: nebraskacoalition.org
RAINN (Rape, Abuse & Incest National Network): rainn.org
LGBT National Help Center Hotline:
888-843-4564 | lgbthotline.org
Male Survivors of Sexual Trauma: malesurvivor.org

Kearney Campus: Resources 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

unmc.edu/TitleIX
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Was it My Fault?

Sexual violence is never the fault of the person who experienced sexual violence.

A survivor may blame themselves:
- “If I hadn’t gotten in their car.”
- “If I hadn’t gone to that social event.”
- “I should have known better than to go to their house.”

A survivor should never blame themselves.

After Effects of Sexual Violence

- Post-Traumatic Stress disorder (PTSD): severe feelings of anxiety, stress, or fear.
- Depression: emotional and psychological reactions such as sadness and hopelessness.
- Flashbacks: when memories of past traumas feel as if they are taking place in the current moment.
- Difficulties concentrating.
- Develop sleeping and/or eating disorders.
- Sexually Transmitted Infections (STIs).
- Substance abuse: a person 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 to the nearest Emergency room or call the National Suicide Prevention Lifeline for help 24 hours a day by dialing 988.

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

Consider Filing a Formal Complaint

If an impacted individual wishes to file a formal complaint, they may contact:
- Carmen Sirizzotti, MBA, UNMC Title IX Coordinator
  402-559-2710 | csirizzoti@unmc.edu

Consider Reporting the Incident to the Local Police Department

An impacted individual may report to local law enforcement any time after they experience sexual violence. The police have investigators who are trained to handle sexual violence cases in a sensitive manner.

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An impacted individual may report to local law enforcement any time after they experience sexual violence. The police have investigators who are trained to handle sexual violence cases in a sensitive manner.

If You Experience Sexual Violence

Anyone in immediate danger should call the police or get to a safe place where they can contact a trusted person or close friend who can be with them until they feel safe again.

Consider Medical Attention

- By getting medical attention as soon as possible, an individual can be evaluated for any physical damage as well as to collect important physical evidence in the event they may later wish to take legal action.
- In order to keep the evidence viable, an impacted individual should not change clothes, bathe, shower, use the restroom, or cleanse in any way prior to their examination. Also, if possible, they should not eat, drink, or smoke prior to their examination.
- Getting medical attention does not require a person to report to anyone, unless they choose to do so.
- Counseling is strongly recommended in order to assist the person with their recovery and healing. It can be very helpful to talk with someone who can provide support and who can understand what they have been through.
- They may also call the National Sexual Assault hotline at 1-800-656-HOPE (4673).

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/TitleIX