

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

Faith Regional Health Services ER:
402-371-4880 | 2700 W Norfolk Ave

Campus Resources

Campus Security: 402-841-5163
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

Faith Regional Health Services ER:
402-371-4880 | 2700 W Norfolk Ave, Norfolk
Sunny Meadow Medical Clinic PC:
402-370-4100 | 305 N 37th St, Norfolk
Bright Horizons Hotline/Crisis: 1-877-379-3798
or text 402-370-8817
Women’s Center for Advancement:
24/7 Crisis Hotline: 402-345-7273
Main Office: 402-345-6555
Police Department: 402-644-8700 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

Domestic Violence, Dating Violence, Sexual Assault, Sexual Exploitation & Stalking Resources

Norfolk 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

Responding to Sexual Violence

- Here at UNMC we care about the well-being of our employees. If anyone experiences sexual violence, we offer help in several ways.
- UNMC wants to ensure the impacted individual is 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 anyone who experiences 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

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).

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.

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.

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.