

Title IX & Reporting Sexual Misconduct

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."



Sexual Harassment

Sexual harassment, a type of sex discrimination, is specifically prohibited by UNMC Sexual Misconduct Policy as well as federal laws such as Title VII of the Civil Rights Act of 1964 (Title VII) and Title IX.

a. **Under Title IX**, sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

i.

- An employee of the University conditioning the provision of an aid, benefit or service of the University on an individual's participation in unwelcome sexual misconduct

ii.

- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity

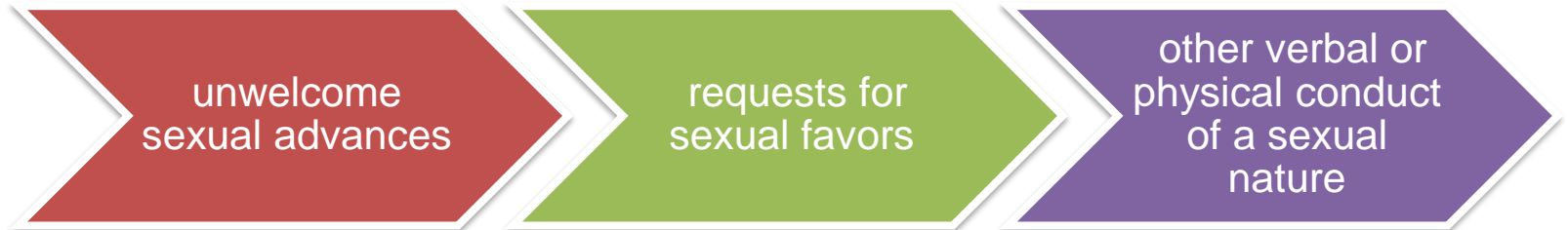
iii.

- Sexual assault; Dating violence; Domestic violence; or Stalking



Sexual Harassment

b. Under **Title VII**, which applies to employees only, sexual harassment also means



when this conduct explicitly or implicitly affects

an individual's employment

unreasonably interferes with an individual's work performance

Creates an intimidating, hostile, or offensive work environment, sufficiently severe or pervasive to alter the conditions of the individual's employment and create an abusive working environment



Sexual Harassment

To be considered sexual harassment for the purposes of **Title IX**, the conduct must meet the additional requirements of occurring in the University's education program or activity and against a person in the United States.



Actual Knowledge

“**Actual Knowledge**” means notice of sexual harassment or allegations of sexual harassment to the University’s Title IX Coordinator or any official of the University who has authority to institute corrective measures on behalf of the University. “Notice” as used in this paragraph includes, but is not limited to, a report of sexual harassment to the Title IX Coordinator.

“**Official with Authority**” means an official of the University who has authority to institute corrective measures for sexual misconduct on behalf of the University.

OFFICIAL with AUTHORITY

President, Chancellors

Provost/Vice Presidents
and Vice Chancellors

UNCA and Campus Title
IX Coordinators



Reporting Sexual Misconduct

All individuals are **expected** to promptly report conduct that may violate the University's Sexual Misconduct Policy to the University.

In addition, all individuals are **expected** to report conduct that may also violate criminal law to both the Title IX Coordinator and to local law enforcement. These processes are not mutually exclusive, and both may happen simultaneous or at different times.



Reporting Sexual Misconduct Options

Any University student, employee, or other individual who seeks to report may contact

Title IX Coordinator <ul style="list-style-type: none">• Carmen Sirizzotti• University of Nebraska Medical Center• 2010 Administrative Center• (402) 559.2710• csirizzotti@unmc.edu	University Police or Public Safety <ul style="list-style-type: none">• Public Safety/Campus Security• 4215 Emile Street• (402) 559.5111• unmcsecoffice@unmc.edu <p>for assisting in filing a criminal complaint and preserving physical evidence</p>	Local Law Enforcement <ul style="list-style-type: none">• To file a criminal complaint	The University of Nebraska Hotline <ul style="list-style-type: none">• Ethics Point Online Reporting• Phone at 1.844.348.9584
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Reporting Sexual Misconduct (continued)

Additionally, reports may be made to the Department of Education's Office for Civil Rights regarding an alleged violation of **Title IX** by contacting them online or calling:

Office for Civil Rights

[OCR Online](#)

1.800.421.3481





**Be part of the
solution and
take the
pledge at
itsonus.org**

It's on US

- To stop sexual assault.
- To recognize that non-consensual sex is sexual assault.
- To identify situations in which sexual assault may occur.
- To intervene in situations where consent has not or cannot be given.
- To create an environment in which sexual assault is unacceptable and survivors are supported.



All **STUDENTS** must feel safe and have the opportunity to benefit fully from their school's education programs and activities



All **EMPLOYEES** must feel safe and enjoy working at UNMC

**UNMC
Culture**

This is consistent with UNMC Code of Conduct



Contact Information

Employees and Students:

Carmen Sirizzotti, MBA, SPHR

UNMC Title IX Coordinator

402-559-2710

csirizzotti@unmc.edu

Administration Center Office# 2010

UNMC website: unmc.edu/TitleIX

Compliance Hotline:

Dial toll-free, within the United States:

844-348-9584 or nebraska.ethicspoint.com





UNMC

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UNIVERSITY OF
Nebraska
Medical Center