Title IX & Reporting
Sexual Misconduct
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 conduct;
Sexual Harassment

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;

ii. Sexual assault; Dating violence; Domestic violence; or Stalking.
b. Under Title VII, which applies to employees only, sexual harassment also means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or 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” 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. The following individuals are Officials with Authority: President, Chancellors; Provost/Vice Presidents and Vice Chancellors; and 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

1. Any University student, employee, or other individual who seeks to report may contact the:
   a. Title IX Coordinator
   b. University Police or Public Safety for assisting in filing a criminal complaint and preserving physical evidence; and/or
Reporting Sexual Misconduct

c. Local law enforcement to file a criminal complaint.

2. Additionally, reports may be made to the Department of Education's Office for Civil Rights regarding an alleged violation of Title IX by visiting www2.ed.gov/about/offices/list/ocr/complaintintro.html or calling 1-800-421-3481.
It’s on US

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.

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

Students:
Philip Covington, Ed.D.
Associate Vice Chancellor for Student Success
402.559.2792  philip.covington@unmc.edu  Student Life Center WC 209

UNMC website:  www.unmc.edu/TitleIX

Compliance Hotline:
Dial toll-free, within the United States: 844-348-9584 or
www.nebraska.ethicspoint.com