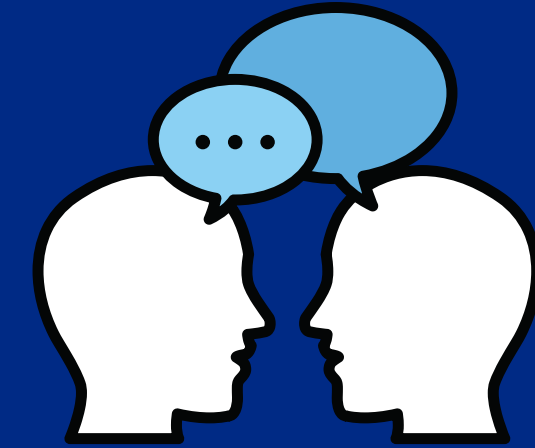




TITLE IX OFFICE



KNOW SOMETHING? TELL SOMEONE



➤ SEXUAL HARASSMENT, SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE AND STALKING



Hello and Welcome from the Tougaloo College Family!

The purpose of today's presentation is to share information about..

TITLE IX

A federal law that prohibits sexual harassment, sexual assault, dating or domestic violence and stalking on Tougaloo's campus. This include those Tougaloo College off-campus sponsored events.

Presentation Topics are as follows:

- Overview and Definitions
- Reporting Process
- Investigation
- Resources for Support

As part of this informational training, you will be providing an overview of what Title IX means and provide definitions for the topics covered under Title IX.

WE'LL TALK WITH YOU ABOUT:

What to do if you are a victim of or witness any form of sexual harassment, sexual assault, dating or domestic violence or stalking



The process and resources to report an incident.



What happens once an incident is reported, including confidentiality, the investigation options and what is meant by non-retaliation



Tougaloo College and its Title IX Office is here to support all students regardless of their circumstances; as such, we will also share with you on and off campus resources to support you should you be impacted by a Title IX incident.

OVERVIEW & DEFINITIONS

The first will demonstrate what constitutes Title IX and definitions associated with it:

Title IX: Federal and state law coupled with Tougaloo's policy prohibiting sexual harassment, sexual assault, dating violence, domestic violence and stalking on Tougaloo's campus or at a Tougaloo's sponsored event.

Simply said Title IX is the federal law that prohibits sexual harassment, sexual assault, dating or domestic violence and stalking on college campuses or any properties or activities controlled by the college.

SEXUAL ASSAULT

DATING OR DOMESTIC VIOLENCE

STALKING

SEXUAL ASSAULT

Sexual behavior that occurs without consent of the recipient, including those who are unable to consent either due to age or lack of capacity.



TITLE IX DEFINITION

Title IX includes several definitions, the first of which is Sexual Assault. Sexual Assault is any behavior of a sexual nature that takes place without the consent of another individual or individuals. Such actions are also considered Sexual Assault when an individual is unable to give consent due to age, lack of physical capacity or lack of mental capacity.

TITLE IX DEFINITION

Title IX also prohibits dating or domestic violence, which is defined as violence or other abuse from one person towards their current or former partner or spouse.



DATING OR DOMESTIC VIOLENCE:

Violence and abuse committed by a person over a current or former dating or intimate partner, including digital abuse.

STALKING:

Pattern of repeated and unwanted attention, harassment, contact, or any other conduct directed at a specific person to make that person to feel FEAR.



TITLE IX DEFINITION

Please note, Title IX includes stalking, which is defined as a pattern of repeated or unwanted behaviors designed to make another person afraid.



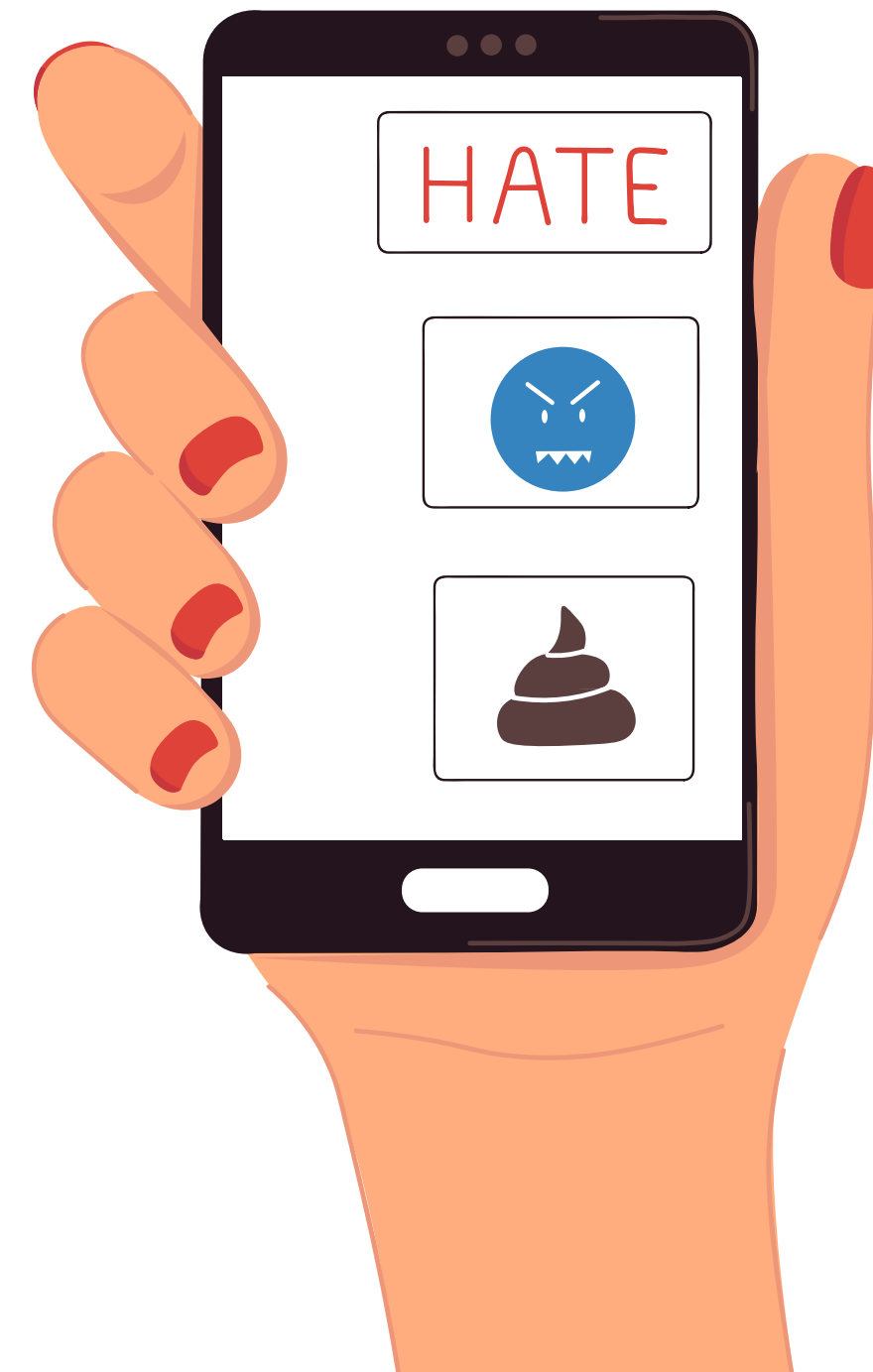
HERE ARE SEVERAL IMPORTANT NOTES BELOW YOU SHOULD KNOW ABOUT THE TITLE IX DEFINITIONS:



1. Digital abuse is prohibited in all Title IX situation and includes internet, cell phones social media.

2. Third party harassment is prohibited and

3. Title IX applies to ALL Tougaloo College events, whether they're On or Off Campus.



As a reminder...

Federal and State Law and Tougaloo's policy, all prohibited sexual harassment, sexual assault, dating and domestic violence and Stalking on Tougaloo's campus. But the most important part, if this happens to YOU, if you witness it or someone else tells you it happens to them,

PLEASE TELL SOMEONE!

Tougaloo takes seriously, these situations and we're here to help!





TELL SOMEONE: REPORTING TITLE IX

So, what if you are a victim or witness a Title IX situation?

The most important part is to “TELL SOMEONE”! This next section provides you with information you need to know to report a Title IX incident.



TELL SOMEONE:

- Title IX Coordinator
- Student Affairs Staff
- Faculty
- Office of Public Safety - Campus Police
- Human Resource Office

All Tougaloo College community, faculty, Staff and students are committed to providing a safe learning environment. So, the most important part is to reach out to any Tougaloo College community member.

This could be the Title IX Coordinator, student affairs staff, your faculty or advisor, campus safety or human resources. All their contact information is located on the Tougaloo’s website or you’re welcome to stop by the Title IX Office (Title III Building) for more information; You’re also welcome to complete a “Formal Compliant Form” (Title IX Office – **This form is available on the TC Title IX – Sexual Misconduct College Incident Report website**).

This report will be handled promptly and with strict confidentiality! Please note, once submitted, The Title IX Office will reach out to discuss your next steps, resources and more.

TOUGALOO COLLEGE TITLE IX COORDINATOR

- Resources for the Reporting Party
- Investigation Options
- Confidentiality
- Resources

After a report is made, whether it’s verbal or via a Formal Compliant Form, The Title IX Office serves as a resource to you the student and will share information on investigation options, confidentiality and will reach out to you on support services! The most important part here is to **“TELL SOMEONE”!** Tougaloo College and The Title IX Office is here to help!



INVESTIGATION PROCESS

This next section will briefly review key aspects of how Tougaloo will investigate a situation, should you choose to pursue this avenue, including confidentiality, investigation options and non-retaliation

It is important to stress that the reporting party directs what happens after an incident is reported. First, this includes how confidential the reporting party wishes to be.

a.

They may choose to allow the college to share their name with the responding party, or

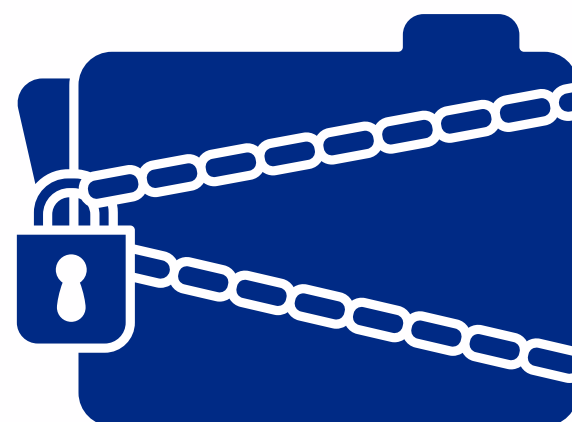
b.

They may ask to keep the information completely confidential.

Please note, if (b) happens, it may limit Tougaloo's ability to respond fully to the situation. Regardless, the Title IX Office will talk with you more in depth about all these options, making sure you are in control of what happens next.

In addition to talking about confidentiality. The Title IX Office will talk with you about formal and informal options for pursuing an investigation.

- Briefly, the informal option includes having the Title IX Coordinator coach you on how to how to respond to a situation on your own.
- The formal option, however, means that Tougaloo's trained Title IX investigators will lead the process. As with the confidentiality information, greater detail will be provided to you once you talk with the Title IX Coordinator

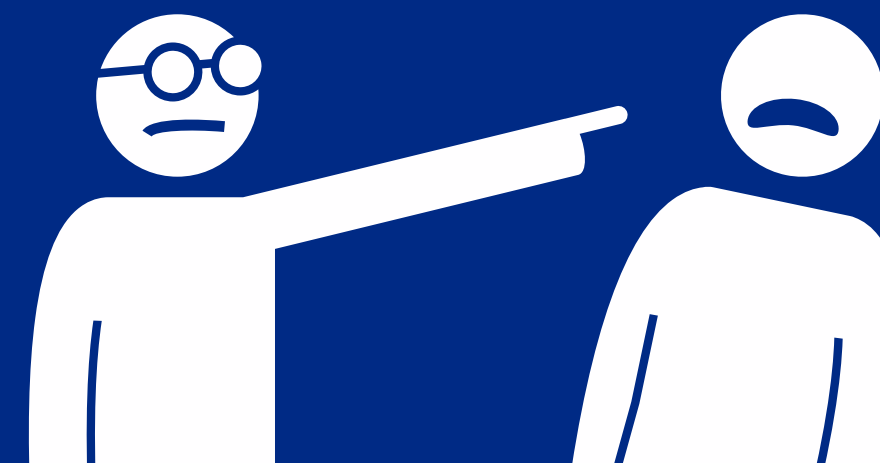


The final piece to know about an investigation, is that all parties involved are prohibited from any activity that may be considered retaliatory, simply because someone reported an incident.

Retaliation could include actions such as:

- harassing someone,
- making threatening statements,
- demoting someone,
- intimidating someone or
- other negative actions.

Retaliation is prohibited not only in person by responding party but also any action via phone, social media, or through other individual or individuals. With that, Tougaloo cannot help if the incident is not reported, Therefore, "Please Tell Someone!"





RESOURCES FOR SUPPORT...

Now that I've shared some definitions with you, as well as information about how to report an incident and about the investigation process. I would like to share with you some important resources.



TOUGALOO COLLEGE INTERNAL CAMPUS RESOURCES:

- Tougaloo College Counseling Services
- Title IX Office
- Student Affairs Office
- Human Resource Office

Tougaloo College takes incidents of sexual harassment and assault, dating and domestic violence and stalking very serious and has several resources in place to support those impacted.

- First, Tougaloo College offers personal counseling to all students registered in credit courses. The appointments are free and confidential, noting that nothing from your discussion will be shared with others. To schedule an appointment, please call.
- Second, the Title IX Coordinator is also a source of support and referral to other services.
- Thirdly, The Office of Student Life can be reached at:
- Fourth, Human Resource Office



TOUGALOO COLLEGE EXTERNAL TO CAMPUS RESOURCES

In addition to on-campus support services, Tougaloo recommends individuals experiencing sexual harassment or assault, dating or domestic violence or stalking connect with the following external resources:

Tougaloo College and The Office of Title IX Sexual Misconduct truly hope that no one at Tougaloo College becomes a victim of sexual harassment, sexual assault, dating or domestic violence or stalking. However, if this happens to you or a friend, to an acquaintance or another student at Tougaloo College, please "Tell Someone"!



**WE ARE RESPONSIBLE AND OBLIGATED
TO HELP AND ASSIST YOU, THE VICTIM!
TODAY – TOMORROW- TOUGALOO -
FOREVER!**

THANK YOU!