

myResources

As a member of the faculty or staff of Franklin Pierce University, you are expected to be aware of Title IX, what that means for you, your colleagues, and for our students. You have the right to work, learn and live in a harassment free environment harassment.

TITLE IX and YOU

What does Title IX Cover?

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational programs or activity receiving federal financial assistance.

- From the preamble to Title IX of the Education Amendments of 1972

- Extends to being excluded from participation in, or be denied the benefits of, or is subject to discrimination under any academic extracurricular opportunity (including training, research, other educational programs), or activities operated by Franklin Pierce.
- Prohibits discrimination or harassment based on: race, color, ancestry, national or ethnic origin, age, religion, disability, genetic information, military or veteran status, sex, sexual orientation, marital or family status, pregnancy (included related conditions), gender, perceived gender, gender identity, gender expression.
- Discrimination/harassment to include employment, the classroom, on campus, and even off-campus (in some circumstances), or different treatment.

Who is Covered?

- Students, faculty, staff, contractors, visitors and external vendors.

Who to Contact?

- Faculty and staff – contact the Executive Director of Human Resources & Risk Management.
- Students – contact the Vice President for Student Affairs or Assistant Dean of Student Affairs and Retention.

What are Your Responsibilities?

- Duty to report. Please refer a student that approaches you with concerns or relates an incident. Referrals to be sent to the appropriate person on campus.
- Duty to cooperate. It is through investigations that we can get to the truth of allegations regarding discrimination or harassment.
- Model the behavior. Lead by example and provide a learning and working environment of inclusiveness, openness and professional.

What are Our Responsibilities?

- Franklin Pierce must respond to information received about alleged incidents.
- We are required to investigate allegations of Title IX infractions.
- Provide information regarding support and counseling services available to the compliant.
- Inform parties of the outcome of investigations, once completed.

Other Important Acts: Clery Act

- We are required to keep and disclose information about any crime on or near our campuses.
- This is posted online with open access to the public, potential students and families, and faculty and staff

VAWA –

Violence Against Women Reauthorization Act

- This covers members of both sexes.
- It is a mechanism where federal funds are made available to investigate and prosecute violent crimes against women. It also imposes an automatic and mandatory restitution upon any person if convicted.